

**URBAN
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1996

INDEX

TO THE

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THE BOARD OF EDUCATION

1995-1996

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Term ending 1997 11 30

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French as a First Language

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SALARY COMMITTEE

Trustees Cunningham, Hill, Lowe, Rodgeron and Stewart
(Chairman of the Board). Trustee Paquin will represent the French
Language Section for negotiations with the Association des
enseignantes et des enseignants Franco-ontariens.

MINUTES

**BOARD OF EDUCATION
FOR THE CITY OF HAMILTON
1995 - 1996**

INAUGURAL MEETING

Board Room
Education Centre
1995 12 04

The Board met with Mr. D. W. Goodridge, Director of Education and Secretary, presiding. The Secretary noted that regrets for being unable to attend this evening's meeting were received from Trustee Korz.

Present: Trustees Bishop, Cunningham, Darby, Desmarais, Gage, Hicks, Hill, Johnston, Johnstone, Lowe, MacDonald, Mulholland, Orban, Paquin, Patenaude, Rodgerson, Rogers and Stewart.

The Secretary called for nominations for the position of Chairman of the Board.

Moved by Canon Rogers, seconded by Mr. Gage: That Robert Stewart be Chairman of the Board of Education for the City of Hamilton for the year ending 1996 11 30. Carried.

The Secretary then called for nominations for the position of Chairman of the French Language Section.

Moved by Mr. Paquin, seconded by Ms. Patenaude: That Jean Desmarais be Chairman of the French Language Section for the year ending 1996 11 30. Carried.

Mr. Stewart took the Chair and introduced the platform guests: Alderman Bill McCulloch, representing the City of Hamilton, Pat Daly, Chairman-Elect, Hamilton-Wentworth R.C.S.S.

Board and Bruce Wallace, Chairman-Elect, Wentworth County Board. Mr. Stewart noted regrets were received from Mayor Robert Morrow and Regional Chairman Terry Cooke.

The Chairman then proceeded with the general business of the meeting and called for nominations for the position of Vice-Chairman of the Board.

Moved by Mrs. Hill, seconded by Ms. Patenaude: That Margaret Cunningham be Vice-Chairman of the Board for the year ending 1996 11 30. Carried.

Moved by Mr. Mulholland, seconded by Mr. Hicks: That the Rules and Regulations of the Board be adopted for the year ending 1996 11 30. Carried.

Moved by Mr. Desmarais, seconded by Mr. Hicks: That the membership of the following committees be approved for the year ending 1996 11 30:

PROGRAM COMMITTEE: Trustees Bishop, Gage, Johnstone, Mulholland, Patenaude, Rodgeron and Stewart (Chairman of the Board).

OPERATIONS AND FINANCE COMMITTEE: Trustees Desmarais, Hill, Lowe, MacDonald, Orban, Rogers and Stewart (Chairman of the Board).

PERSONNEL AND ORGANIZATION COMMITTEE: Trustees Cunningham, Darby, Hicks, Johnston, Korz, Paquin and Stewart (Chairman of the Board).

SPECIAL EDUCATION ADVISORY COMMITTEE: Trustees Bishop, Patenaude, Rogers and Stewart (Chairman of the Board).

SUPERVISED ALTERNATIVE LEARNING FOR EXCUSED PUPILS COMMITTEE: Trustees Bishop, Johnston, MacDonald, Orban, Rogers and Stewart (Chairman of the Board).

JOINT COMMITTEE WITH THE HAMILTON WENTWORTH SEPARATE SCHOOL BOARD: Trustees Johnston, Orban, Paquin and Korz (representing the Chairman of the Board).

RULES AND REGULATIONS: Trustees Bishop, Cunningham, Desmarais, Hicks, Korz, Rodgerson and Stewart (Chairman of the Board).

AFFIRMATIVE ACTION/EMPLOYMENT EQUITY COMMITTEE: Trustees Bishop, Johnston, MacDonald, Orban and Stewart (Chairman of the Board).

SALARY COMMITTEE: Trustees Cunningham, Hill, Lowe, Rodgerson and Stewart (Chairman of the Board). Trustee Paquin will represent the French Language Section for negotiations with the Association des enseignantes et des enseignants Franco-ontariens.

The motion was put to a vote and was Carried.

Moved by Dr. Johnston, seconded by Ms. MacDonald: That Judith Bishop be Chairman of the Program Committee for the year ending 1996 11 30. Carried.

Moved by Miss Cunningham, seconded by Mrs. Lowe: That Sandy Hill be Chairman of the Operations and Finance Committee for the year ending 1996 11 30. Carried.

Moved by Mrs. Lowe, seconded by Mr. Mulholland: That Grant Darby be Chairman of the Personnel and Organization Committee for the year ending 1996 11 30. Carried.

Moved by Ms. Orban, seconded by Mr. Hicks: That Eleanor Johnstone represent this Board on the Hamilton Council of Home and School Associations for the year ending 1996 11 30. Carried.

Moved by Mr. Gage, seconded by Mrs. Bishop: That Lillian Orban and Dr. John Johnston represent this Board on the Parks and Recreation Committee of City Council for the year ending 1996 11 30. Carried.

Moved by Ms. MacDonald, seconded by Mrs. Johnstone: That Sheila George, Administrative and Operational Services, represent this Board on the Planning and Development Committee of City Council, with Wesley Hicks as the alternate, for the year ending 1996 11 30. Carried.

Moved by Ms. Patenaude, seconded by Mr. Paquin: That Trustees Judith Bishop and Joan MacDonald and staff members Shelagh Simpson, Project Team Leader, Early Childhood Education, and Mike Newman, Budget Analyst, be appointed as the Board's representatives to the Umbrella Board of Family and Child Care Centres of Hamilton for the year ending 1996 11 30. Carried.

Moved by Mrs. Rodgeron, seconded by Mrs. Lowe: That William Urie, Safety Co-ordinator, represent this Board on the Hamilton Safety Council for the year ending 1996 11 30. Carried.

Moved by Mr. Darby, seconded by Mrs. Lowe: That Gail Christmas, Transportation Officer, represent this Board on the Transport and Environment Committee of City Council, with Brian Gage as the alternate, for the year ending 1996 11 30. Carried.

Moved by Mrs. Johnstone, seconded by Ms. MacDonald: That Lillian Orban represent this Board on the Co-operative Education Association, with Brian Gage as the alternate, for the year ending 1996 11 30. Carried.

Moved by Mr. Hicks, seconded by Mr. Mulholland: That Mr. S. M. Halpern; Mr. E. L. Stringer, Q.C.; Mr. J. Evans, Q.C.; and the firms of Evans, Philp; Agro, Zaffiro, Parente, Orzel and Baker; Hicks, Morley, Hamilton, Stewart and Storie; and Keel Cottrelle be appointed solicitors for the Board of Education for the City of Hamilton for the year ending 1996 11 30. Carried.

Moved by Mrs. Bishop, seconded by Mr. Gage: That the firm of MacGillivray Partners be appointed auditors for the Board of Education for the City of Hamilton for the year ending 1996 11 30. Carried.

Mr. Stewart advised that Ram Kamath and Archie McQueen are continuing as representatives to the Hamilton Library Board and are in their second year of a three-year term appointment (ending 1997 11 30).

Mr. Stewart announced that this meeting would now recess and reconvene in the Main Auditorium of the Education Centre.

The members joined the many guests, staff, family and friends of the Chairman in the auditorium for the second half of the proceedings.

The Secretary of the Board introduced Robert Stewart as Chairman of the Board of Education for the City of Hamilton, Margaret Cunningham as Vice-Chairman of the Board and Jean Desmarais as Chairman of the French Language Section for the year ending 1996 11 30.

The Chairman then called on Canon Rogers to give the invocation. Alderman Bill McCulloch brought greetings on behalf of the City of Hamilton and the Regional Municipality of Hamilton-Wentworth; Bruce Wallace, Chairman-Elect, Wentworth County Board of Education and Pat Daly, Chairman-Elect, Hamilton-Wentworth Roman Catholic Separate School Board brought greetings on behalf of their respective Boards and wished Mr. Stewart well in his term of office.

The Secretary of the Board called on Mr. Stewart as the Chairman of the 1996 Board to give his Inaugural Address. (Page 11)

Ken Hilson, representing the Student Council at Sir Winston Churchill Secondary School, presented a gavel to Mr. Stewart.

The Chairman introduced the Scott Park Concert Band under the leadership of Music Teacher, Mike Rehill.

At the conclusion of the entertainment, the members and guests were invited to the front foyer for the unveiling of a plaque taken for the Administrative Offices when they were housed in Allenby School. The Chairman then extended an invitation to all to stay and partake of refreshments.

The meeting then adjourned.

Adopted as presented.

.....
Chairman

1995 CHAIRMAN'S INAUGURAL ADDRESS

December 4, 1995

Good evening and thank you for coming. I will endeavour to keep it short.

I would like to start by extending to my fellow trustees my most sincere thanks for making my first year as Chairman of the Board most interesting and a memorable one.

But special thanks have to be given to Ray Mulholland and Margaret Cunningham, many times it was their experience and wisdom that I relied on in particularly difficult situations, I truly appreciated their guidance.

At this time last year I made a few resolutions for the future. Not all of them came to fruition but at least three did:

1. I said we needed to work better together with our local boards on joint ventures, such as shared busing, to make more efficient use of tax dollars;
2. I said that I'd like to co-operate more with City Hall to share resources and save taxpayer dollars; and
3. I said that we needed to establish stronger partnerships with parents and community members in meeting student needs.

Our Board made tremendous progress in these three key areas.

Joint Ventures -- This year our Board entered into partnership with the Hamilton-Wentworth Roman Catholic Separate School Board to launch a computerized routing system and shared bus runs. As a result of this partnership, 88% of bus runs are now either double or triple runs and Hamilton public school ratepayers are saving \$250,000. Further, we have recently announced that this partnership will be broadened to include the Wentworth County Board of Education. All three boards are now examining ways to reduce transportation costs through shared transportation services.

And there's more good news to report. This year, as a result of shared service agreements with local area boards, Mohawk College and McMaster University, taxpayers have saved an additional \$6 million. Shared service agreements include the transportation initiative as well as a purchasing consortium and energy consortium. Our congratulations to our staff who worked hard to bring these joint ventures together.

Better Co-operation with City Hall -- Final details of this agreement are nearing completion, but by now everyone is aware of the "new deal" we negotiated with City Hall that has kept our swim program afloat and kept ice hockey alive. Over the past few months, we have been able to work together with our counterparts at City Hall to work out a mutually beneficial agreement for the use of school gyms, City pools and ice rinks. This is the kind of initiative that our taxpayers demand, and this is another area in which we have delivered. Again, our staff is to be congratulated for their work in negotiating an agreement.

Stronger Partnerships with Parents and Community -- I talked last year about the need to join together with parents, business, community agencies and others to increase the success of students and to advance the cause of public education.

In addition to the numerous business-education partnerships highlighted in our Community Report, this year, there were three key events that showed major progress in working closer with parents and community outside of our schools. These events were: **Maximizing Connections: Linking Schools and Community**; our 1995 Parent Conference and this fall's **Industry-Education Council Partnership Breakfast**.

Through the first event in May, **Maximizing Connections: Linking Schools and Community**, we brought together staff, with community agencies and organizations to identify ways to work better together to support students' social and emotional skills. Topics included: police/school programs, parenting, school-wide social skills, alternative programs and more.

Our first annual **Parent Conference**, in May, was filled to capacity. More than 600 parents registered for the event, which provided workshops for parents designed to increase student achievement. This event was a success not only because it encouraged stronger partnership between home and school -- the most important factor in student success -- but also because it modeled the kind of partnership that we need in school today. Many volunteer and staff hours went into planning that Conference and we commend everyone who was involved in bringing the event together. You'll also be pleased to know that we received over \$6,000 sponsorships from local businesses and associations to support that Conference.

Finally, there was the IEC Partnership Breakfast this past fall. As you know, this event was also a sell-out, bringing together business and education leaders to talk about ways to increase current business-education partnerships for the benefit of our students. Aside from special guests such as the Minister of Education and Training and Mr. Gordon Cressy, it was exciting to see strong evidence of the extent and success of business-education partnerships in this City. Our own Board highlighted some outstanding business-education links at that event. These Partners in Education programs are in addition to the more than 1,700 Co-op students who are currently involved in 1,000 business placements, in the City of Hamilton.

Looking forward, now, to 1996, it's clear that I could talk about any number of issues that will be a priority for our Board. These would include:

- the possibility of amalgamation with the Wentworth County Board of Education;
- the upcoming elimination of OAC;
- the creation of School Councils;
- the need to consider alternate sources of revenue for our school system through new fundraising programs;
- the Conservative government of Mike Harris;
- elimination of Bill 40, creation of Bill 7;
- and Junior Kindergarten.

But what I want to talk about tonight is the financial situation in which we find ourselves.

In the wake of last week's Economic Statement and a more recent announcement about a 50 percent reduction to JK grants and Adult Education grants, it is difficult to think about anything else. Particularly when we have already come through a very difficult time of budget cutting and downsizing and when our staff, students and parents have already had to adjust to changes in the Board's resources and services.

On Wednesday, our government gave us the news that our Board's provincial grants would be cut by 9 percent. That translates into a cut of approximately \$7 million on our Board's budget of \$259 million. It's also important to note that we have already lost \$290,000, which contributed to an anticipated 1995 budget deficit of \$2.7 million. This cut came in July as part of a \$32 million reduction to operating grants to school boards. Add another minimum \$2.5 million to maintain Junior Kindergarten.

And this budget cut came with strings attached. The provincial government has not only cut our grants after years of flattening grants to school boards, but in addition it has asked us **not to touch the classroom and not to make up any shortfall by increasing local taxes.**

It this wasn't impossible enough, our provincial leaders have also indicated that they also expect us to do "better with less".

Clearly, what the provincial government is asking of our Board is impossible. Quite simply, reductions to our Budget of this significance cannot be absorbed while protecting the classroom. As a result of the announced grant reductions and our current deficit, it would appear we are heading into 1996 with a \$12 million shortfall, if we are expected to maintain a 1995 operation.

Let's look at the facts on our current financial situation. Two years ago our Board began a serious lean and trim plan. And the result of major cuts to our Budget and restructuring across our system has been a reduction in our Budget of \$26 million. In real

terms, this has meant the elimination of over 275 staff positions and dramatic reductions in the following areas:

- the elimination of 30 percent of our staff in the area of administrative, operational, financial and human resources;
- the downsizing of a total of 4 senior officials;
- the reduction of \$5.5 million in salaries and wages;
- the reduction of \$5.7 million in capital allocations for maintenance and repairs to our aging school buildings;
- the reduction of \$1.5 million from our consumable budget for items such as books, software and school supplies.

These reductions have been painstaking and they have been felt at every level of our Board by staff and parents. They have resulted in reduction of services, such as decreased lunchtime supervision and the elimination of adult bus supervisors.

But these reductions have been made because they were necessary to protect the classroom and to shield taxpayers from unacceptable tax increases. And, I believe, they have been made in a way that has preserved programs that are important to parents and community members in Hamilton.

But as we look to 1996, with the reality of the provincial grant reductions that were announced last week, I believe that we will no longer be able to preserve the full range of programs we have offered in Hamilton public schools.

The reality then is not as Mr. Harris claims that we must do "better with less", the reality is that **we will be forced to do less with less.**

That doesn't mean we don't provide a very high quality education for our students. It goes without saying that a good education, including access to new technologies, is critical to our students in a time when more than two-thirds of jobs will require higher education. What I really mean is that we're going to have to make some made-in-Hamilton decisions to meet the real needs of students in this City. We're going to have to set priorities that make sense in our current financial situation. And we're going to need to be brave enough to say "no".

We've have got to look at what we deliver and how we deliver it and make some really tough decisions.

Not long ago, the U.S. President George Bush stated we were entering a new way of governing -- a gentler, kinder time had come. Well Bush is gone, and Rae is gone. So is the gentler, kinder way. Harris is here and so is mean and miserable. With eleven contracts about to expire or just expired, I would be remiss if I did not mention Bill 7. Just because we can do something doesn't mean we must. It will be here that the future of education in Hamilton will be determined. Margaret Cunningham, Sue Rodgeron, Sandy Hill, Marion Lowe and of course Debbie Russon will have a job cut out for them. I am confident they will be successful.

In closing, I would like to thank just a few people who make what I do possible.

Gayla Brock-Woodland - your efforts and patience, along with your witty words, are truly appreciated.

Ruth Millar - how you manage to keep one so unorganized, organized is truly remarkable, and absolutely appreciated.

Don Goodridge - it has been said that anyone can be a great leader when times are good. The real test of leadership is adversity, and in this test you have truly excelled.

To Debbie, my wife, and Joanne and Jackie my daughters, thank you for your strength and love. You are the reasons I do what I do. Thank you.

Robert Stewart
Chairman of the Board

MINUTES OF THE SPECIAL IN-CAMERA MEETING OF THE BOARD OF EDUCATION

Board Room
Education Centre
1995 12 06

The Board met.

Present: Trustees Stewart (Chairman), Bishop, Cunningham, Darby, Desmarais, Hicks, Hill, Johnston, Johnstone, Lowe, Mulholland, Paquin, Patenaude, Rodgeron and Rogers.

Officials Present: D. W. Goodridge (Director of Education and Secretary), P. Shewfelt (Superintendent of Financial Services and Treasurer), P. Gillie (Superintendent of Administrative and Operational Services) and R. Binns (Superintendent of Human Resources).

The Secretary noted that regrets for being unable to attend this evening's meeting were received from Trustees Gage, Korz, MacDonald and Orban.

GENERAL

En Bloc Transfer of Georges-P.-Vanier Secondary School

An update on information requested by the members was provided by the Officials. The following action was taken:

Moved by Mrs. Lowe: That this Special In-camera Meeting of the Board resolve in to a Committee-of-the-Whole. Carried.

Trustee Cunningham assumed the Chair.

In pursuance of his Notice of Motion given at the 1995 11 16 Board meeting, it was moved by Mr. Mulholland, seconded by Mr. Hicks: That consideration be given to relocate the remaining Georges P. Vanier students into a Composite Secondary School and failing this consideration, the Hamilton Board of Education shall offer to the Hamilton-Wentworth Roman Catholic Separate School Board the opportunity to assume responsibility for the Georges P. Vanier staff and students.

Trustee Stewart challenged the Chairman accepting Trustee Mulholland's motion as the meeting was not called for the purpose of dealing with the Notice of Motion and the challenge was sustained.

Moved by Mrs. Lowe: That the following motion, tabled at the 1995 11 16 meeting of the Board, be lifted from the table:

That the General Part of the Report of the French Language Section be adopted (as follows):

1. (a) That Georges-P.-Vanier Secondary School be transferred "En bloc" to the Hamilton-Wentworth Catholic Separate School Board, and

(b) That The Board of Education for the City of Hamilton negotiate with the Hamilton-Wentworth Catholic Separate School Board an "En bloc transfer" effective 1996 07 01, and

(c) That the French Language Sections for the feeder schools of Georges-P.-Vanier Secondary School be notified as soon as possible of the motion for an "En bloc transfer" of Georges-P.-Vanier Secondary School.

During debate, Trustee Desmarais emphasized that the Clauses (a), (b) and (c) should not be voted on separately but should be dealt with as one.

On that basis, Trustee Cunningham would not permit the Clauses to be voted on separately.

Following further debate, the question was called and it was Carried.

The motion was put to a vote and was Lost.

Moved by Mr. Stewart: That the Committee-of-the-Whole now be dissolved and return to the Special In-camera Meeting of the Board. Carried.

Following a five minute recess, Trustee Stewart resumed the Chair.

Moved by Miss Cunningham, seconded by Mrs. Lowe: That the Report of the Committee-of-the-Whole be adopted. Carried.

When Trustee Mulholland indicated he wished to put forth his notice of motion, the Chairman ruled it out of order on the basis that it should be presented at the next regular meeting and should be dealt with in public.

Trustee Mulholland challenged the Chair's ruling, stating that his motion ties in with the purpose of this special meeting - to deal with the transfer of G. P. Vanier Secondary School - and felt it could be considered in-camera because it deals with personnel.

The challenge was sustained.

Moved by Mr. Mulholland, seconded by Mr. Hicks: That consideration be given to relocate the remaining Georges-P.-Vanier Students into a Composite Secondary School and failing this consideration, the Hamilton Board of Education shall offer to the Hamilton-Wentworth Roman Catholic Separate School Board the opportunity to assume the responsibility for the Georges-P.-Vanier staff and students.

Following debate, Trustee Johnston requested that the motion be divided and voted on separately.

The Chairman ruled the request out of order as the debate had focused on the motion as a whole.

Trustee Johnston challenged the Chair and it was sustained.

Trustee Johnston requested the motion be divided as follows:

(a) That consideration be given to relocate the remaining Georges-P.-Vanier Students into a Composite Secondary School and failing this consideration,

(b) That the Hamilton Board of Education shall offer to the Hamilton-Wentworth Roman Catholic Separate School Board the opportunity to assume the responsibility for the Georges-P.-Vanier staff and students.

Moved by Mr. Darby: That Clause (a) be tabled. Carried.

Trustees Desmarais and Paquin requested that their abstention from voting be recorded in the minutes.

Moved by Mrs. Lowe: That Clause (b) be tabled. Lost.

Trustees Desmarais and Paquin requested that their abstention from voting be recorded in the minutes.

Trustee Johnston called the question and it was Carried.

During debate, the Chairman accepted a friendly amendment to Clause (b) to add "as of 1996 07 01".

Clause (b), as follows, was put to a vote and it was Carried.

(b) That the Hamilton Board of Education shall offer to the Hamilton-Wentworth Roman Catholic Separate School Board the opportunity to assume the responsibility for the Georges-P.-Vanier staff and students as of 1996 07 01.

The meeting then adjourned.

Adopted as presented.

.....
Chairman

MINUTES OF THE SPECIAL IN-CAMERA MEETING OF THE BOARD OF EDUCATION

Board Room
Education Centre

The Board met on 1995 12 11 at 18:25 hours.

Present: Trustees Stewart (Chairman), Cunningham, Darby, Desmarais, Gage, Hicks, Hill, Johnstone, Korz, Lowe, Mulholland and Paquin.

Officials Present: D. Goodridge (Director of Education and Secretary), N. Nicholls (Superintendent of Schools - Mountain), M. Quinn (Superintendent of Schools - Lower City), S. Thompson (Assistant Superintendent of Schools - Lower City) and M. Matier (Assistant Superintendent of Schools - Mountain).

The Secretary noted that regrets for being unable to attend this evening's meeting were received from Trustees Bishop, Johnston, MacDonald, Rogers, Orban, Rodgeron and Patenaude.

GENERAL

Student Expulsion Hearing

The Chairman stated the purpose of this hearing was to consider a recommendation for the expulsion of a student in our system.

For the record, the Chairman announced the following people in attendance: Trustees Stewart (Chairman), Cunningham, Darby, Desmarais, Gage, Hicks, Hill, Johnstone, Korz, Lowe, Mulholland and Paquin; Superintendents of Schools Nicholls and Quinn; Assistant Superintendents of Schools Matier and Thompson; the principal of the school where the student attended; Director of Education and Secretary, D. Goodridge; and R. Millar as the recording secretary. Also present were the student's parent, the student and a friend.

Upon conclusion of the presentation by the Superintendent and comments by the parent, the Chairman invited questions for

clarification. The Chairman then thanked the officials and asked that the record show the following people left the meeting room: D. Goodridge, N. Nicholls, M. Quinn, S. Thompson, M. Matier and the Principal; the parent, the student and the friend also left.

Following some deliberation, it was moved by Mr. Korz, seconded by Mr. Gage: That the student be expelled from the Board of Education for the City of Hamilton effective 1995 12 11.

The Chairman offered to recall the officials to seek further clarification to a trustee's question and the following people returned to the Board Room: D. Goodridge, N. Nicholls, M. Quinn, S. Thompson, M. Matier and the Principal; the parent, the student and the friend.

Following a few questions, the Chairman asked that the record show the following people left the Board Room and returned to their waiting rooms: D. Goodridge, N. Nicholls, M. Quinn, S. Thompson, M. Matier and the Principal; the parent, the student and the friend.

The following people returned to the Board Room to allow the parent the opportunity to make a statement: D. Goodridge, N. Nicholls, M. Quinn, S. Thompson, M. Matier and the Principal; the parent, the student and the friend.

Following the parent's comments, the Chairman asked that the record show the following people left the Board Room and returned to their waiting rooms: D. Goodridge, N. Nicholls, M. Quinn, S. Thompson, M. Matier and the Principal; the parent, the student and the friend.

There being no further questions, the motion was put to a vote and was Carried.

The following people returned to the Board Room; D. Goodridge, N. Nicholls, M. Quinn, S. Thompson, M. Matier and the Principal; the parent, the student and the friend.

The Chairman read the following motion:

Moved by Mr. Korz, seconded by Mr. Gage: That the student be expelled from the Board of Education for the City of Hamilton effective 1995 12 11. Carried.

The meeting then recessed at 19:15 hours.

At 20:30 hours, the Special In-camera Meeting of the Board resumed. Trustees in attendance were: Trustees Stewart (Chairman), Cunningham, Darby, Desmarais, Hicks, Hill, Johnstone, Korz, Lowe, Mulholland and Paquin.

The Secretary noted that regrets for being unable to attend this evening's meeting were received from Trustees Bishop, Gage [present at the previous hearing], Johnston, Rogers, MacDonald, Orban, Rodgeron and Patenaude.

GENERAL

Student Expulsion Hearing

The Chairman stated the purpose of this hearing was to consider a recommendation for the expulsion of a student in our system.

For the record, the Chairman announced the following people in attendance: Trustees Stewart (Chairman), Cunningham, Darby, Desmarais, Hicks, Hill, Korz, Johnstone, Lowe, Mulholland and Paquin; Superintendents of Schools Nicholls and Quinn; Assistant Superintendents of Schools Matier and Thompson; the Principal of the school the student attended; Director of Education and Secretary, D. Goodridge; and R. Millar as the recording secretary. Also present were the student's parent and a friend.

Upon conclusion of the presentation by the Superintendent and comments by the parent, the Chairman invited questions for clarification. The Chairman then thanked the officials and asked that the record show the following people left the meeting room: D. Goodridge, N. Nicholls, M. Quinn, S. Thompson and M. Matier and the principal; the parent and the friend also left.

Moved by Mr. Korz, seconded by Mrs. Hill: That the student be expelled from the Board of Education for the City of Hamilton effective 1995 12 11. Carried.

The following people returned to the Board Room; D. Goodridge, N. Nicholls, M. Quinn, S. Thompson and M. Matier and the principal; the parent and the friend.

The Chairman read the following motion:

Moved by Mr. Korz, seconded by Mrs. Hill: That the student be expelled from the Board of Education for the City of Hamilton effective 1995 12 11. Carried.

The meeting then adjourned at 21:00 hours.

Adopted as presented.

.....
Chairman

**MINUTES OF THE SPECIAL IN-CAMERA MEETING
OF THE BOARD OF EDUCATION**

Board Room
Education Centre

The Board met on 1995 12 19 at 19:10 hours.

Present: Trustees Stewart (Chairman), Bishop, Cunningham, Darby, Desmarais, Gage, Hicks, Hill, Johnston, Johnstone, Korz, Lowe, Mulholland, Orban, Paquin, Patenaude, Rodgerson and Rogers.

Officials Present: D. Goodridge (Director of Education and Secretary), M. Quinn (Superintendent of Schools - Lower City) and R. Binns (Superintendent of Human Resources).

The Secretary noted that regrets for being unable to attend this evening's meeting were received from Trustee MacDonald.

GENERAL

Student Expulsion Hearing

The Chairman stated the purpose of this hearing was to consider a recommendation for the expulsion of a student in our system.

For the record, the Chairman announced the following people in attendance: Trustees Stewart (Chairman), Bishop, Cunningham, Darby, Desmarais, Gage, Hicks, Hill, Johnston, Johnstone, Korz, Lowe, Mulholland, Orban, Paquin, Patenaude, Rodgerson and Rogers; Superintendent of Schools M. Quinn; Superintendent of Human Resources R. Binns; Director of Education and Secretary, D. Goodridge; the Principal of the school where the student was enrolled; and R. Millar as the recording secretary.

Upon conclusion of the presentation, the Chairman invited questions for clarification. The Chairman then thanked the officials and asked that the record show the following people left the meeting room: D. Goodridge, M. Quinn and the Principal.

Moved by Mr.Korz, seconded by Ms. Orban: That the student be expelled from the Board of Education for the City of Hamilton effective 1995 12 19.

Following deliberations, the motion was put to a vote and was Carried.

The following people returned to the Board Room: D. Goodridge, M. Quinn and the Principal.

The Chairman read the following motion:

Moved by Mr.Korz seconded by Ms. Orban: That the student be expelled from the Board of Education for the City of Hamilton effective 1995 12 19. Carried.

The meeting then recessed at 19:35 hours.

At 20:05, the Special In-camera Meeting of the Board resumed. Trustees in attendance were: Trustees Stewart (Chairman), Bishop, Cunningham, Darby, Desmarais, Gage, Hicks, Hill, Johnston, Johnstone, Korz, Lowe, Mulholland, Orban, Paquin, Patenaude, Rodgeron and Rogers.

The Secretary noted that regrets for being unable to attend this evening's meeting were received from Trustee MacDonald.

Student Expulsion Hearing

The Chairman stated the purpose of this hearing was to consider a recommendation for the expulsion of a student in our system.

For the record, the Chairman announced the following people in attendance: Trustees Stewart (Chairman), Bishop, Cunningham, Darby, Desmarais, Gage, Hicks, Hill, Johnston, Johnstone, Korz, Lowe, Mulholland, Orban, Paquin, Patenaude, Rodgeron and Rogers; Superintendent of Schools Quinn; the Principal of the school where the student was enrolled; Director of Education and Secretary D. Goodridge and R. Millar as recording secretary; the student's parent, the student and a relative were also in attendance.

Upon conclusion of the presentation by the Superintendent and comments by the parent, the Chairman invited questions for clarification. The Chairman then thanked the officials and asked that the record show the following people left the meeting room: D. Goodridge, M. Quinn and the Principal, the student's parent, the student and the relative.

Moved by Mrs. Hill, seconded by Mr. Darby: That the Superintendent bring back an alternative recommendation. Carried.

The following people returned to the Board Room: D. Goodridge, M. Quinn; and the student's parent, the student and the relative.

The Chairman then read the motion:

Moved by Mrs. Hill, seconded by Mr. Darby: That an alternative recommendation be brought forth to this Board. Carried.

Mr. Quinn noted that administration is prepared to consider an alternative recommendation.

D. Goodridge, M. Quinn and the Principal; the student's parent, the student and the relative left the Board Room.

The Chairman stated the Board will recess for 15 minutes.

At 21:05, the Board meeting reconvened.

The Chairman noted that D. Goodridge, M. Quinn and the Principal; the student's parent, the student and the relative returned to the Board Room.

Superintendent Quinn reported that, in framing an alternative recommendation, administration was obliged to meet with the parent and the student and they have secured their consent to the conditions. Mr. Quinn then detailed the recommendation.

Moved by Mrs. Hill, seconded by Mrs. Bishop: That the alternative recommendation, as outlined by Superintendent Quinn, be approved and that the current Extension of Suspension terminate effective 1996 01 07 and that the student return to school effective 1996 01 08.

The Chairman asked that the record indicate that D. Goodridge, M. Quinn, the Principal; the student's parent, the student and the relative left the Board Room.

Following some deliberation, the motion was put to a vote and was Carried.

The following people returned to the Board Room: D. Goodridge, M. Quinn, the Principal; the student's parent, the student and the relative.

The Chairman read the motion:

Moved by Mrs. Hill, seconded by Mrs. Bishop: That the alternative recommendation, as outlined by Superintendent Quinn, be approved and that the current Extension of Suspension terminate effective 1996 01 07 and that the student return to school effective 1996 01 08.

The motion was put to a vote and was Carried.

The meeting then adjourned.

Adopted as presented.

.....
Chairman

MINUTES OF THE BOARD OF EDUCATION

Board Room
Education Centre
1995 12 21

The Board met.

Present: Trustees Stewart (Chairman), Bishop, Cunningham, Darby, Desmarais, Gage, Hicks, Hill, Johnston, Johnstone, Korz, Lowe, MacDonald, Mulholland, Orban, Paquin, Patenaude, Rodgeron and Rogers.

Officials Present: D. W. Goodridge (Director of Education and Secretary), E. Bond (Superintendent of Program), R. Binns (Superintendent of Human Resources Services), P. Gillie (Superintendent of Administrative and Operational Services), M. Quinn (Superintendent of Schools - Lower City), R. Lavoie (Superintendent of Schools, French as a First Language), F. Cooke (Assistant Superintendent, Program), M. Matier (Assistant Superintendent of Schools, Mountain) and S. Thompson (Assistant Superintendent of Schools, Lower City).

The Board met in-camera prior to the public session. Action taken by the Board is not included in this public record of the in-camera session as per Section 207 (2) (b) of the Education Act.

A moment of silence was observed in the memory of the late Josie Hay, educational assistant and an employee for 15 years and Sallie Samohoutin, an elementary school teacher and employee for 15 years.

Moved by Miss Cunningham, seconded by Mr. Darby: That the minutes of the last regular meeting of 1995 11 16 and special meetings of 1995 11 14 and 1995 11 30 be adopted as presented. Carried.

The Secretary read notes of thanks for the Board's expressions of sympathy from the Orban and Mooney families and for the Board's Quarter Century Dinner from Diane Durney. He then drew

the members' attention to the correspondence from John Sweeney acknowledging the Board's response to the Interim Report of the School Board Reduction Task Force and the resolution from the Board of Education for the City of Windsor re managed employee benefit care cooperatives.

Moved by Dr. Johnston, seconded by Mrs. Bishop: That the correspondence from the Windsor Board of Education be referred to the Operations and Finance Committee and that the remaining correspondence be received and filed. Carried.

Trustee Bishop gave notice that she will move or cause to be moved at the next regular meeting of the Board or special meeting called for that purpose the following motion:

"WHEREAS Meetings of the Board have become frequent and longer in duration resulting in less effective meetings:

Agendas are not arranged to allow the most pressing matters to be discussed first and items of urgency may be discussed last on the agenda, sometimes late at night;

Operations and Finance meetings usually have extremely long agendas, while the other Standing Committees may be quite short in comparison;

While presentations from the public are limited to fifteen minutes, there is no limitation on other presentations which may be lengthy;

Delegations from the public may be kept waiting for more than an hour to make their presentations resulting in inconvenience and frustration;

Staff members may wait for more than three hours to provide information on an agenda item, because our agendas are not timed,

BE IT RESOLVED that at the next Board or Special Board called for the purpose the following motion be approved:

That the Rules and Regulations Committee be asked to consider the following proposals and any others to create more efficient meetings:

- any special meeting of the Board or Standing Committee be limited in duration to two (2) hours except by a motion for extension from two-thirds of those present and voting;
- no special meetings of the whole Board or of Standing Committees be held without the agreement of either one third of the Board, or of all members of the appropriate committee;
- agendas for Standing Committees be divided into those items requiring action and those being brought for information;
- agenda items requiring action be always ahead of those brought for information and all items have time lines;
- delegations from the public be given a specific time for their presentations which will be adhered to;
- staff presentations to Standing Committees be limited to twenty (20) minutes, exclusive of questions;
- agenda items relating to schools and instruction be removed from the Operations and Finance Committee's agendas and be presented at the Program Committee.

Committee reports were presented as follows:

Program Committee - Mrs. Bishop

Operations and Finance Committee - Mrs. Hill

Personnel and Organization Committee - Mr. Darby

Moved by Mrs. Bishop, seconded by Dr. Johnston: That the General Part of the Report of the Program Committee be adopted and that Clause 2. (b) be voted on separately.

Noting the change to the existing policy that Clause 2. (b) represents, it was moved in amendment by Mrs. Bishop, seconded by Dr. Johnston: That Clause 2. (b) be referred back to the Program Committee.

Trustees opposed to the amendment felt that the Committee should be accountable to the Board. Trustees in support of the amendment offered that further consideration needs to be given to this change to an existing policy.

The amendment was put to a vote and was Carried.

Superintendent Bond responded to Trustee Korz' question that four of the committee members do not reside in Hamilton.

The Report, as amended, was put to a vote and was Carried.

Moved by Mrs. Hill, seconded by Mr. Desmarais: That the General Part of the Report of the Operations and Finance Committee be adopted.

Trustee Hill requested that Clause 4. be voted on separately.

Trustee Hill requested the record show that there is concern about the effect of the renal rate revision on isolated communities and the resulting costs they will bear. She asked for some assurance, for the record, that officials are working with the communities to find a solution so they are not penalized for their isolation.

Mr. Goodridge responded by noting that when this surfaced at the committee meeting, staff indicated those concerns would be taken in to consideration and he offered to make that same commitment to Trustee Hill this evening.

Trustee Mulholland declared a conflict of interest on Clause 4. and stated he would neither debate nor vote on the issue.

Clause 4. was put to a vote and was Carried.

The remainder of the Report was put to a vote and was Carried.

Moved by Mr. Darby, seconded by Miss Cunningham: That the General Part of the Report of the Personnel and Organization Committee be adopted.

Moved in amendment by Mr. Mulholland, seconded by Ms. Orban: That Clause 1. (a) be amended to read: That the Board adopt the Workload Formula over a two-year period reflecting an average production rate in year one of 15,825 square feet per FTE employee. This would reduce the cleaning staff of 48.22 FTE in Year One. This represents a realized savings of approximately \$1,512,541 annually (\$504,180,40 September-December, 1996) In

Year Two there would be an additional savings of approximately 34,60 FTE. This would represent an additional realized savings of approximately \$1,001,451.00 annually (\$333,817.00 September-December, 1997).

Trustees in support of the amendment submitted that this option provided for a transition period for the affected employees; trustees opposed reminded the members that other employee groups have suffered from downsizing.

The amendment was put to a vote and was Lost.

The Report was put to a vote and was Carried.

Trustee MacDonald offered congratulations to the recipients from the Hamilton Board of Education at the Mayor's Committee Against Racism and Discrimination Annual Awards night on 1995 11 30: Preeyan Patel, Glendale Secondary School's Student Council for cultural awareness; Hess Street School for their enthusiasm and dedication in meeting the various needs of the many diverse groups in the community and Mila Mansaram for her initiative in starting PEACE incorporated.

Moved by Miss Cunningham, seconded by Dr. Johnston: That we reconsider the following motion Lost at the 1995 12 06 Special In-camera Meeting of the Board:

That the General Part of the Report of the French Language Section be adopted:

1. (a) That Georges-P.-Vanier Secondary School be transferred "En Bloc" to the Hamilton-Wentworth Catholic Separate School Board, and

(b) That The Board of Education for the City of Hamilton negotiate with the Hamilton-Wentworth Catholic Separate School Board an "En Bloc transfer" effective 1996 07 01, and

(c) That the French Language Sections for the feeder schools of Georges-P.-Vanier Secondary School be notified as soon as possible of the motion for an "En Bloc transfer" of Georges-P.-Vanier Secondary School.

Trustee Mulholland's challenge to the Chair's accepting the motion prior to the Board agreeing to reconsider the issue was Lost.

Trustee Hicks challenged the Chair ruling the motion required a straight majority vote contending that the Board's rules provide for reconsideration by a two-thirds majority vote.

The Chairman read the provision for reconsideration under Roberts' Rules of Order.

The challenge was put to a vote and was Lost.

Trustee Hicks read Rule 66 of the Board's Rules and Regulations and asked that his objection to the procedure this evening be recorded in the minutes.

Trustee Mulholland stated his opposition to the procedure of reconsideration in deference to Rule 66.

Concurring with the previous comments, Trustee Hill asked that the minutes reflect her opinion that the Board violated its rules of order.

The motion to reconsider was put to a vote and was Carried.

Trustee Cunningham noted that, in the Chairman's absence, she had met with the Separate School as directed by motion adopted at the 1995 12 06 Special Meeting of the Board. While the Separate School was not receptive to "assuming the responsibility for the Georges P. Vanier Secondary School staff and students", they have indicated their hope that this Board would consider negotiating an En Bloc transfer.

Some trustees in support of the motion cautioned that negotiations must result in appropriate remuneration to the taxpayers of the City of Hamilton and that a transfer of lands without a reciprocal transfer of lands is not acceptable.

Trustee Hicks, as a trustee representing the public school taxpayer, objected to the En Bloc concept where by the separate school does not have to reimburse the public board for the building nor are they interested in negotiating the transfer of staff.

Moved in amendment by Miss Cunningham, seconded by Mr. Korz: That Clauses 1. (a) and (c) be tabled. Carried.

Trustee Cunningham concurred with Trustee Hicks' comments and stated that it behooves the Board to endeavour to recoup as much money as possible for the building and its contents. This motion indicates the Board is prepared to negotiate while ensuring the well being of the students and staff.

In response to a question, the Chairman noted that the motion to offer the separate school the opportunity to assume responsibility for the staff and students of Vanier has been fulfilled in that Board representatives met with the Separate School representatives.

The Chairman confirmed that the results of en bloc negotiations with the Separate School Board will come back to the Board for approval.

During debate, several trustees emphasized that the Board cannot "give Vanier away" and concern was expressed that adoption of this motion would raise the expectation of the French Language community.

Trustee Mulholland contended that his motion adopted at the 1995 12 06 meeting kept the program together and transferred the program to the separate school where the majority of parents are supporters.

Trustees in support of the motion felt the Board must pursue some sort of fair and just settlement with the separate school board for the sake of the students.

Suggesting that "en bloc" meant the complete and whole transfer of the school and program with very little in return to this Board, it was moved in amendment by Mr. Korz, seconded by Ms. Orban: That the term "en bloc" be deleted and that words "Georges P. Vanier Secondary School" be inserted after the word 'transfer'.

Trustees in support of the amendment pointed out that the term "en bloc" carried inherent connotations which will both tie the Board's hands and create less flexibility in negotiations.

Trustees opposed to the amendment offered that negotiations must start out with a clear understanding of what is on the table. While the term en bloc gives the needed framework for negotiations, the Board has the final determination in agreeing to or not agreeing to what will be negotiated.

At the Chairman's request, Trustee Cunningham assumed the Chair.

The French Language trustees offered that the term "en bloc" was vital to keeping the French community together.

In response to a question, Trustee Paquin stated that the inclusion of the building is vital to the transfer as the separate school does not have a school that could house the program. In addition, the physical location of the school is convenient to students who come from other feeder boards of education.

The Chairman resumed the Chair.

The amendment was put to a vote and was Lost.

Following further debate, Trustee Darby called the question and it was Carried.

The Chairman reiterated that all negotiations will be brought back to the Board for approval.

The motion, as amended, was put to a vote and was Carried.

Trustee Desmarais expressed his appreciation for the Board's support for this direction.

FRENCH LANGUAGE SECTION

Presentation of Report - Mr. Desmarais

Moved by Mr. Desmarais, seconded by Mr. Paquin: That the Report of the French Language Section be adopted. Carried.

ELEMENTARY/SECONDARY

The Secretary drew the members' attention to the correspondence from Hamilton Principals' Association re Westview Middle School vandalism and the resolution from the Board of Education for the City of Etobicoke regarding increased pre-service training in music for generalist elementary teacher candidates.

Moved by Mrs. Bishop, seconded by Dr. Johnston: That the resolution from the Etobicoke Board of Education be referred to the Program Committee and that the remaining correspondence be received and filed. Carried.

Moved by Mrs. Bishop, seconded by Canon Rogers: That the Elementary/Secondary Part of the Report of the Program Committee be adopted. Carried.

Moved by Mrs. Hill, seconded by Ms. Orban: That the Elementary/Secondary Part of the Report of the Operations and Finance Committee be adopted. Carried.

Moved by Mr. Darby, seconded by Dr. Johnston: That the Elementary/Secondary Part of the Report of the Personnel and Organization Committee be adopted.

Trustee Darby declared a conflict of interest on Clause 6. as he is related to one of the individuals and stated he would neither debate nor vote on the issue.

Clause 6. was put to a vote and was Carried.

The remainder of the report was put to a vote and was Carried.

The meeting then adjourned.

Adopted as presented.

.....
Chairman

REPORT OF THE FRENCH LANGUAGE SECTION FIRST REPORT

Present: Trustees Desmarais (Chairman), Paquin and Patenaude.

Official Present: R. C. Lavoie (Superintendent of Schools, French as a First Language).

The French Language Section recommends:

1. That the Memorandum from the Ontario French Language Trustees' Association (AFCSO) dated 1995 10 23 re Letter from the Chairman of the French Language Section of the Essex County Roman Catholic Separate School Board to the Minister of Education and Training be received for information.

2. That the letter from the Ontario French Language Trustees' Association (AFCSO) dated 1995 11 01 re Response from AFCSO and the Public Sector of AFCSO to the Interim Report of the Ontario School Boards Reduction Task Force be received for information.

3. That the Information Bulletin from the Ontario French Language Trustees' Association (AFCSO) dated November 1995 be received for information.

4. That the Memorandum from the Ministry of Education and Training dated 1995 10 23 re 1995-1996 CANCOPY be received for information.

5. That the News Release from the Ministry of Education and Training dated 1995 11 02 re Secondary School Reforms be received for information.

6. That the letter from the Ministry of Education and Training dated 1995 11 20 re "La pédagogie de l'information" - TIPP Project be received for information.

7. That the Memorandum from the Halton Roman Catholic School Board dated 1995 11 21 re "Communication - Internet et les écoles de langue française de la région du Centre de l'Ontario" - TIPP Project be received for information.

8. That the Report on the Progressive Discipline Document be received for information.

9. That the Report on the 1994-1995 Grade 9 Reading and Writing Provincial Test be received for information.

10. That the Report on the key elements of the recommendations on the Ontario College of Teacher Implementation Committee be received for information.

Respectfully submitted

JEAN DESMARAIS
Chairman

Conference Room
Centre francophone St-Thomas-d'Aquin
1995 12 05

RAPPORT DE LA SECTION DE LANGUE FRANÇAISE PREMIER RAPPORT

Étaient présents : M. Jean Desmarais (président); M. Hubert Paquin (conseiller scolaire), Mme Patenaude (conseillère scolaire).

Administrateur présent : M. R. C. Lavoie (Surintendant des écoles de langue française).

La Section de langue française recommande :

1. que la note de service de l'Association française des conseils scolaires de l'Ontario en date du 23 octobre 1995 : (Objet : Lettre du président de la Section de langue française du CESC du Comté d'Essex au Ministre de l'Éducation et de la Formation) soit reçue à titre d'information.

2. que la lettre de l'Association française des conseils scolaires de l'Ontario en date du 1er novembre 1995 : (Objet : Réaction de l'AFCO et du Secteur public de l'AFCO au rapport provisoire du groupe d'étude sur la réduction des conseils scolaires en Ontario) soit reçue à titre d'information.

3. que le bulletin d'information de l'Association française des conseils scolaires de l'Ontario en date de novembre 1995 soit reçu à titre d'information.

4. que la note de service du ministère de l'Éducation et de la Formation en date du 23 octobre 1995 : (Objet : Entente avec CANCOPY pour 1995-1996) soit reçue à titre d'information.

5. que le communiqué du ministère de l'Éducation et de la Formation en date du 2 novembre 1995 : (Objet : Réforme de l'éducation au secondaire) soit reçu à titre d'information.

6. que la lettre du ministère de l'Éducation et de la Formation en date du 20 novembre 1995 : (Objet : Projet PFPT - La pédagogie de l'information) soit reçue à titre d'information.

7. que la note de service du Conseil des écoles catholiques de Halton en date du 21 novembre 1995 : (Objet :

Projet PFPT - Communication - Internet et les écoles de langue française de la région du Centre de l'Ontario) soit reçue à titre d'information.

8. que le rapport sur les mesures disciplinaires progressives soit reçu à titre d'information.

9. que le rapport sur le test provincial 1994-1995 de Lecture et d'Écriture - 9e année soit reçu à titre d'information.

10. que le rapport sur les points saillants des recommandations sur L'Ordre des enseignantes et des enseignants soit reçu à titre d'information.

Respectueusement présenté

JEAN DESMARAIS

Président

Centre francophone St-Thomas-d'Aquin

le 5 décembre 1995

REPORT OF THE PROGRAM COMMITTEE FIRST REPORT

Present: Trustees Bishop (Chairman), Johnstone, Mulholland and Rodgerson.

Also Present: Trustees Darby, Johnston, Korz, Orban and Rogers.

Officials Present: D. Goodridge (Director of Education and Secretary), E. Bond (Superintendent of Program), F. Cooke (Assistant Superintendent of Program) and S. Thompson (Assistant Superintendent of Schools - Lower City).

The Committee recommends:

GENERAL

1. That the Update on Specialized ("Magnet") Programs and Courses in Secondary Schools be received for information and the following recommendations approved:

(a) That progress reports be presented to the Program Committee during the 1995/96 school year to include the following:

- Current financial and human resources at the secondary level
- Needs of special groups of students including:
 - Adult and Continuing Education
 - Alternative Education
 - Basic Level Programming
 - Special Education
 - Vocational Education
 - English as a Second Language
- Goals for magnet schools and programs regarding:
 - Action Plan Development
 - Community Involvement
 - Cost Analysis Relative to the "Focus"
 - Middle Schools
- Student Performance
- Teacher and Organizational Unit Objectives Relative to the "Focus"

- Organizational structure (system/school levels)
- The changing nature of the core program in the Specialization Years and implications

2. That the Report re Appointment of Members to the Review Committee - Policy and Procedures for the Selection of Learning Resources be received for information and the following recommendations approved:

(a) That the following nominees be approved for appointment to the Central Review Committee for the term 1996 01 01 to 1996 12 31:

Elizabeth Bond	Superintendent of Program
Eleanor Johnstone	Trustee Representative
Geoff Korz	Trustee Representative
Barbara Ledger	Community Representative
Gilbert Mills	Community Representative
Hussein Kayhan	Community Representative
Margaret Mills	Community Representative
Mary-Lou MacDonald	Community Representative
Paul Charles	Community Representative
Maureen Isnor	Hamilton Council of Home and Schools Representative
Diane Rawsthorn	H.P.A Representative
Judith Binns	H.S.S.P.C. Representative
Charlotte Crouch	O.S.S.T.F. Representative
Pat McKenna	O.P.S.T.F. Representative
Beverly Corsini	H.W.T.A. Representative

Clause (b) referred back to the Program Committee at Board.

(b) That the recommendations of the Central Review Committee be brought for approval to the Program Committee.

ELEMENTARY/SECONDARY

1. That the Report on Comprehensive Classes be received for information.

Respectfully submitted

Board Room
1995 12 13

J. BISHOP
Chairman

**REPORT OF THE
OPERATIONS AND FINANCE COMMITTEE
FIRST REPORT**

Present: Trustees Hill (Chairman), Desmarais, Lowe, MacDonald, Rogers and Stewart.

Also Present: Trustees Bishop, Cunningham, Darby, Johnston, Johnstone, Mulholland and Paquin.

Officials Present: D. Goodridge (Director of Education and Secretary), P. Shewfelt (Superintendent of Financial Services and Treasurer), E. Bond (Superintendent of Program), R. Binns (Superintendent of Human Resources), P. Gillie (Superintendent - Administrative and Operational Services), M. Quinn (Superintendent of Schools - Lower City), N. Nicholls (Superintendent of Schools -Mountain), M. Matier (Assistant Superintendent of Schools - Mountain) and S. Thompson (Assistant Superintendent of Schools - Lower City).

The Committee recommends:

GENERAL

1. That the Response from the Officials regarding the Presentation by the Hamilton Construction Association regarding Contracting Out be received for information and the following recommendations be approved:

(a) That the practice of contracting out for services continue to be used.

(b) That if there is any further examination of the topic, it be carried out by replacing staff assigned with temporary staff or by contracting with a firm to carry out the analysis within a limited time frame and definition.

2. That the Suspension Report 1994-1995 be received for information and be updated annually.

3. That the Report regarding the Actuarial Study on the Retirement Gratuity Reserves be received for information and the following recommendations be approved:

(a) That the annual funding requirements for the Retirement Gratuity Reserve follow the recommendations of the Wyatt Company report as at January 1, 1995, that is 1.5% of payroll, commencing with the 1996 fiscal year.

(b) That the Board undertake further actuarial reviews of the Retirement Gratuity Reserves every five years.

(c) That this Report be referred to budget review.

4. That the Report regarding Phase II of the Reciprocal Rental Agreement between the Corporation of the City of Hamilton and the Board of Education for the City of Hamilton, for the use of Recreational Facilities - Community Use of Schools be received for information and the following recommendations be approved:

(a) That the policy of the Board dated 1995 06 13 (BU-2 Use of School Facilities - out of school hours) be revised to read: "It is the policy of the Board of Education for the City of Hamilton to make school buildings available to community organizations to the fullest extent possible within the established regulations made with due regard for the preservation of the educational program of the school and the protection and maintenance of the property. Rental rates shall be charged to ensure full reimbursement of the cost of the use of the building and/or grounds."

(b) That the Rental Rates of School Facilities adopted 1993 12 07 be repealed.

(c) That the revised rental rates for school facilities (Appendix B) be approved and applied consistently to all parties effective 1996 01 01.

(d) That the revised rental rates for school facilities, supported by operating guidelines, be updated annually based on current year's approved budget and contractual obligations, for implementation September 1 of each year.

(e) That expanded negotiations with the City continue with outcomes reported back to trustees for approval prior to any implementation.

5. That the Report regarding the Sale of a Portion of Board Lands located in the Jerome Neighbourhood for Roadway Purposes be received for information and the following recommendation be approved:

(a) That the Agreement of Purchase and Sale by 603976 Ontario Limited for the purchase of a 382.17 square metre parcel of land for roadway purposes, in Lot 13, Concession 7 (Jerome Neighbourhood - Block 76) in the amount of \$10,856 be accepted and that the funds realized from the sale be placed in Capital Reserves.

6. That the Annual Report on Public Relations Planning be deferred to January, 1996.

7. That the Report of the Fundraising Study Committee be received for information and the following recommendation be approved:

(a) That the Fundraising Study be awarded to Community Charitable Counselling Service of Canada for a sum of \$16,000.00 for professional fees and up to \$2,500.00 in disbursements.

8. That the following Report of the Child Care Committee be approved:

(a) That the reduction in rental rates be set at 42% for Macphail Infant and Parent Co-operative for 1995-1996.

(b) That the rental rate charged to the Umbrella Board from September, 1994 through March, 1995 be charged at the Option 2 level and from March to August 31, 1995 at the Option 1 level, for a total \$7,400 plus taxes.

(c) That the Officials be directed to bring back an appropriate draft contract and draft Letters of Understanding to the next meeting.

ELEMENTARY/SECONDARY

1. That the following recommendations of the Director of Education be approved:

(a) That the following trip requests be approved:

(i) Bennetto, Grades 6-8, Camp Wanakita, Haliburton area, 1996 02 14-16 (Wednesday to Friday)

(ii) Burkholder Drive, Grades 6-8, Quebec City, Quebec, 1996 02 07-10 (Wednesday to Saturday)

(iii) Burkholder Drive, Grades 6-8, Ski Trip, Glen Eden, Milton area, 1996 01 11 (Thursday)

(iv) Chedoke, Grade 7, Camp Wanakita, Haliburton area, 1996 01 17-19 (Wednesday to Friday)

(v) Dalewood, Grade 7, Camp Wanakita, Haliburton area, 1996 01 08-11 (Monday to Thursday)

(vi) Hampton Heights, Grades 6-8, Ski Trip, Mt. St. Louis, Orillia, 1996 02 09 (Friday)

(vii) Hampton Heights, Grades 6-8, Ski Trip, Mt. St. Louis, Orillia, 1996 02 08-09 (Thursday to Friday)

(viii) Highview, Grade 7, Winter Retreat, Minden, 1996 02 26-29 (Monday to Thursday)

(ix) Westview, Grades 6-8, Camp Wanakita, Haliburton area, 1996 01 14-17 (Sunday to Wednesday)

(x) Westview, Grades 6-8, Ski Trip, Barrie area, 1996 01 30 (Tuesday)

(xi) Westview, Grades 6-8, Ski Trip, Snow Valley, Barrie area, 1996 02 28 (Wednesday)

(xii) Barton, Grades 9-12, Cross-Country Ski Meet, Hardwood Hills, Barrie, 1995 12 19 (Tuesday)

(xiii) Barton, Grades 11-OAC, Girls' Volleyball Tournament, London, 1995 12 15-16 (Friday to Saturday)

(xiv) Barton, Grades 9-OAC, Cross-Country Ski Meet, Hardwood Hill, Barrie, 1996 01 10 (Wednesday)

(xv) Barton, Grades 9-OAC, Cross-Country Ski Meet, Hardwood Hills, Barrie, 1996 01 17 (Wednesday)

(xvi) Barton, Grades 9-OAC, Cross-Country Ski Meet, Orangeville, 1996 01 31 (Wednesday)

(xvii) Glendale, Grades 9-OAC, Basketball Tournament, Chatham, 1995 12 15-17 (Friday to Sunday)

(xviii) Glendale, Grades 12-OAC, Basketball Tournament, Syracuse, New York, U.S.A., 1995 12 27-28 (Wednesday to Thursday)

(xix) Hill Park, Grades 10-OAC, Hockey Tournament, London, 1996 01 11-13 (Thursday to Saturday)

(xx) Hill Park, Grades 9-OAC, Ski Trip, Ellicottville, New York, U.S.A., 1996 01 30 (Tuesday)

(xxi) Hill Park, Grades 9-OAC, Ski Trip, Ellicottville, New York, U.S.A., 1996 02 23 (Friday)

(xxii) Hill Park, Grades 9-OAC, Ski Trip, Talisman Resort, Collingwood area, 1996 03 01 (Friday)

(xxiii) Hill Park, Grade 11, Stratford Festival, Stratford, 1996 01 09 (Tuesday)

(xxiv) Hill Park, Grades 9-OAC, Ski Trip, Ellicottville, New York, U.S.A., 1996 03 22 (Friday)

(xxv) Sherwood, Grades 10-OAC, Dog Sledding Trip, South River, 1996 01 26-28 (Friday to Sunday)

(xxvi) Sherwood, Grades 9-OAC, Ski Trip, Collingwood, 1996 02 09 (Friday)

(xxvii) Sherwood, Grades 10-OAC, Band Trip, Annapolis, Maryland, U.S.A., 1996 05 09-13 (Thursday to Monday)

(xxviii) Sir John A. Macdonald, Grades 9-12, Ski Trip, Talisman Resort, Collingwood area, 1995 12 15 (Friday)

(xxvix) Sir John A. Macdonald, Grades 11-12, General Motors Plant, Oshawa, 1995 12 19 (Tuesday)

(xxx) Westmount, Grades 11-13, Sr. Volleyball Tournament, Orillia, 1996 01 12-13 (Friday to Saturday)

(xxxi) Westmount, Grades 11-OAC, Track Meet, Mansfield, Ohio, U.S.A., 1996 04 18-20 (Thursday to Saturday)

Respectfully submitted

Board Room
S. HILL

1995 12 12
Chairman

**REPORT OF THE
PERSONNEL AND ORGANIZATION COMMITTEE
FIRST REPORT**

Present: Trustees Darby (Chairman), Cunningham, Johnston and Paquin.

Also Present: Trustees Bishop, Desmarais, Mulholland, Rodgers and Rogers.

Officials Present: D. Goodridge (Director of Education and Secretary), P. Shewfelt (Superintendent of Financial Services and Treasurer), R. Binns (Superintendent of Human Resources), M. Quinn (Superintendent of Schools - Lower City), N. Nicholls (Superintendent of Schools Mountain), P. Gillie (Superintendent - Administrative and Operational Services), M. Matier (Assistant Superintendent of Schools - Mountain) and S. Thompson (Assistant Superintendent of Schools - Lower City).

The Committee recommends:

GENERAL

1. That the Workload Formula Report be received for information and the following recommendation approved:

(a) That the Board adopt a Workload Formula reflecting an average production rate of 17,593 square feet per employee. This would reflect the reduction of 82.82 FTE at an actual loss of 90 positions. This represents a realized savings of approximately \$2,513,992.00 annually. (\$837,997.40 September-December 1996)

2. That the Report re Education Centre Restructuring and Downsizing Results (3 Administrative Departments) and the verbal update re the Professional Administrative Support Staff (PASS) Downsizing be received for information.

3. That the presentation from the Hamilton and District Labour Council re the Proposed Workload Formula for the Board's Caretaking Services be received for information.

4. That the following recommendations of the Superintendent of Human Resources be approved as presented:

1. **PROBATIONARY STAFF APPOINTMENTS** - Nil

2. **PERMANENT STAFF APPOINTMENTS** - Nil

3. **PROMOTIONS** - Nil

4. **INTERNAL APPOINTMENTS**

(a) That the appointment of Gayla Brock-Woodland to the position of Public Relations Officer (Grade 14, Administrative Staff), be extended for another three-year renewable term, effective 1995 12 07, with salary according to the salary schedule.
(Replacement)

5. **TIMETABLE CHANGES** - Nil

6. **RETIREMENTS**

(a) (i) That the resignations of the following staff for the purpose of retirement, effective as shown, be accepted with regret and that the Board's gratuity be paid:

Delavene Campbell (Cleaner, Cleaning Staff), 1996 06 30

Frederick Grant (Caretaker, Caretaking and Maintenance Staff),
1996 01 31

Bruce Harding (Site Leader, Administrative Staff), 1995 12 31

Euphemia Reynolds (Cook, Caretaking and Maintenance Staff),
1995 11 30

Elizabeth Tremain (Cleaner, Cleaning Staff), 1995 11 30

Beverly Wilson (Cleaner, Cleaning Staff), 1995 11 30

(ii) That the resignations of the following staff for the purpose of retirement, effective as shown, be accepted with regret:

Elizabeth McLaren (Caretaker, Caretaking and Maintenance Staff),
1995 11 30

Nancy Patterson (Caretaker, Caretaking and Maintenance Staff),
1995 12 31

7. LEAVING EMPLOYMENT

(a) That the dates for the following staff to leave the employ of the Board be approved:

Audrey Brown, Cleaner (Cleaning Staff), 1995 12 31

Catherine S. Fitzpatrick, Programming Supervisor, Computer Services (Administrative Staff), 1995 11 30

Mirjana Jakovljevic, Cleaner (Cleaning Staff), 1995 12 31

Barbara Minor, Cleaner (Cleaning Staff), 1995 12 31

Violeta Nikolaou, Cleaner (Cleaning Staff), 1995 12 31

Shelley Pereira, Cleaner (Cleaning Staff), 1995 12 31

Anna Saamanen, Cleaner (Cleaning Staff), 1995 12 31

Caterina Schinella, Cleaner (Cleaning Staff), 1995 12 31

Agnes Skoczylas, Cleaner (Cleaning Staff), 1995 12 31

Jane Snow, Cleaner (Cleaning Staff), 1995 12 31

8. LEAVES**Return from a Leave of Absence**

(a) That the following staff be returned from a Leave of Absence effective as shown:

Susan Mawson (Human Resources Officer, Administrative Staff), 1995 11 26

Beverley J. Wilson (Secretary, Clerical and Technical Staff), 1995 12 15

Secondment

(a) That the request of the Provincial Office of the Ontario Secondary School Teachers' Federation for the secondment of Beverley J. Wilson (Secretary, Clerical and Technical Staff), effective 1995 12 18 to 1996 06 30, be approved.

9. OTHERS - Nil

* * * * *

5. That the Staffing Report - Full Time Equivalent Positions as of 1995 11 30 be received for information.

6. That the Report on Supply Teacher Usage as of 1995 10 31 be received for information.

ELEMENTARY/SECONDARY

1. That the following recommendations of the Superintendent of Human Resources be approved as presented:

1. PROBATIONARY STAFF APPOINTMENTS

(a) That the following teachers be re-appointed to the Probationary Staff, effective 1996 01 01, with salary according to the salary schedule:

Cynthia Campanella (E)

Sonya Gusenbauer (E)

Constance Jain (E)

Andrea Kay (E)

Lisa Sanelli (E)

(Replacements)

(b) That Patricia Gross be appointed to the Probationary Educational and Lunchroom Assistant Staff as an Educational Assistant, effective 1995 12 04, with wage rate according to the Collective Agreement.

(Contract Compliance)

2. PERMANENT STAFF APPOINTMENTS - Nil**3. PROMOTIONS**

(a) (i) That the following teachers be appointed to the temporary position of Vice-Principal of a Secondary School, on an interim basis, effective 1996 02 01, with salary according to the salary schedule:

Errol Ellis

Carol Ramberan

(Replacements)

(ii) That the appointment of Lillian Somerville (E) to the temporary position of Vice-Principal of an Elementary School, on an interim basis, be extended effective 1996 01 01, with salary according to the salary schedule.

(Replacement)

(iii) That the appointment of Cherie Gates (S) to the position of Acting Assistant Head of Department (Mathematics), effective 1995 09 01, with salary according to the salary schedule, be granted. (Replacement)

4. **INTERNAL APPOINTMENTS** - Nil

5. **TIMETABLE CHANGES** - Nil

6. **RETIREMENTS**

(a) That the resignations of the following teachers, for the purpose of retirement, effective as shown, be accepted with regret and that the Board's gratuity be paid:

M. David Brown (E), 1996 04 30
Molly Gerofsky (E), 1995 12 31
Douglas Jarrett (E), 1996 04 30
Yuki Koike (E), 1996 01 31
Ian T. MacDougall (S), 1996 06 30
Gordon MacRae (S), 1996 01 31
Allan Price (E), 1996 02 29
John Arnold Ratkowski (S), 1996 01 31
Margaret Roberts (S), 1996 01 31
Frederick Bryan Schofield (S), 1996 06 30
Mary E. Vanderzwaag (E), 1996 02 29
Kenneth G. Watson (S), 1996 01 31
Helen Zamfir (E), 1996 01 31

(b) That the resignation of Joan Stamp (Secretary, Secondary School Clerical and Secretarial Staff), for the purpose of retirement, effective 1995 12 31, be accepted with regret and that the Board's gratuity be paid.

7. **LEAVING EMPLOYMENT**

(a) That the date, 1995 12 31, for Katrina L. Salai (E) to leave the employ of the Board, be approved.

8. LEAVES

Leave of Absence

(a) That the requests of the following teachers for a Leave of Absence, effective as shown, be granted.

Rita Bertoldi (E), 1996 01 01 to 1996 08 31

Sylvie Francis (E), 1995 12 25 to 1996 03 15

Anna Gusenbauer (E), 1996 01 15 to 1996 05 10

Nancy Kogler (E), 1996 01 08 to 1996 08 31

Mary Rinas-Smyth (S), 1996 02 05 to 1996 08 31

(b) (i) That the request of Susan Crawford, Educational Assistant (Educational and Lunchroom Assistant Staff) for a Leave of Absence (.5) in order to serve as President - Office and Professional Employees' International Union, effective 1995 11 06 to 1996 06 30, be granted.

(ii) That the request of Carol Mulvey, Secretary (Secondary School Clerical and Secretarial Staff) for a Leave of Absence, effective 1996 01 15 to 1996 04 12, be granted.

Leave of Absence - "Four Over Five"

(a) That the requests of the following teachers for Leaves of Absence under the Salary Holdback Plan ("Four Over Five") according to the Collective Agreement, effective as shown, be granted:

Faith Bland (E), 2000 09 01 (2000-01 School Year)

Beryl Burgoyne (S), 1998 02 01 (2nd Semester, 1997-98 School Year)

Jane Evans (E), 1998 01 01 (1997-98 School Year)

Joseph Hammill (S), 1998 02 01 (2nd Semester, 1997-98 School Year)

Patricia Noel (S), 1997 09 01 (1st Semester, 1997-98 School Year)

Gordon Stevens (S), 1998 02 01 (2nd Semester, 1997-98 School Year)

(b) That the Leave of Absence under the Salary Holdback Plan ("Four Over Five") previously granted to Sheila Babb (S) be amended to read for the 1996-97 school year, effective September 1, 1996.

(c) That the Leave of Absence under the Salary Holdback Plan ("Four Over Five") granted to Carol Taylor (S) at a previous meeting be rescinded.

Leave of Absence - Date Change

(a) That the effective dates of the Leaves of Absence granted to the following teachers at previous meetings be changed:

Laurie Behr (E), 1995 11 13 to 1996 05 17

Virginia Allega-DiSanza (E), 1995 11 22 to 1996 02 29

Leave Extension

(a) That the requests of the following teachers for an extension of their Leaves of Absence, effective as shown, be granted.

Theresa H. Bernhardt (E), 1996 01 08 to 1996 08 31

Gary Hewitt (S), 1996 02 01 to 1996 08 31

Nancy Kowalchuk (E), 1996 01 01 to 1996 08 31

Sarah Lindsay (E), 1996 01 01 to 1996 08 31

Heidemarie Rinas (S), 1996 01 15 to 1996 03 07

Janet L. Ross (S), 1996 02 01 to 1996 08 31

Elizabeth Sharples (Simmons) (E), 1996 01 01 to 1996 08 31

(b) That the requests of the following staff for an extension of their Leaves of Absence, effective as shown, be granted:

Josephine Hay (Educational Assistant, Educational and Lunchroom Assistant Staff), 1995 09 05 to 1996 06 30

Marian Kostur (Educational Assistant, Educational and Lunchroom Assistant Staff), 1995 09 05 to 1996 06 30

Return from Leave of Absence

(a) That the following teachers be returned from a Leave of Absence, effective as shown:

Alisa Greve (E), 1996 01 01

Dean Huyck (S), 1995 11 06

Patricia Jerome (E), 1996 01 01

Lorelei Prevec (E), 1996 11 20

Michelyn Putignano (S), 1996 01 01

Jacqueline Trapp (E), 1995 12 11

(b) That Brandi Dermody, Educational Assistant (Educational and Lunchroom Assistant Staff) be returned from her Leave of Absence, effective 1995 12 04.

9. OTHERS

(a) We regret to announce the death of Sallie Samohutin (E) on 1995 11 20.

* * * * *

2. That the Report on Elementary and Secondary Enrolment and Class Size be received for information.

3. That the Verbal Report of the Committee to Review the Current Promotion Policy and Procedures for Vice-Principals and Principals be received for information.

Respectfully submitted

G. DARBY
Chairman

Board Room
1995 12 14

MINUTES OF THE BOARD OF EDUCATION

Board Room
Education Centre
1996 01 18

The Board met.

Present: Trustees Stewart (Chairman), Bishop, Cunningham, Darby, Desmarais, Gage, Hicks, Hill, Johnston, Johnstone, Korz, Lowe, MacDonald, Mulholland, Orban, Paquin, Patenaude, Rodgeron and Rogers.

Officials Present: D. W. Goodridge (Director of Education and Secretary), P. Shewfelt (Superintendent of Financial Services and Treasurer), R. Binns (Superintendent of Human Resources Services), P. Gillie (Superintendent of Administrative and Operational Services), E. Bond, Superintendent of Program), N. Nicholls (Superintendent of Schools, Mountain), M. Quinn (Superintendent of Schools, Lower City), S. Thompson (Assistant Superintendent of Schools, Lower City), M. Matier (Assistant Superintendent of Schools, Mountain) and F. Cooke (Assistant Superintendent of Program).

Having met in-camera prior to the public meeting, it was moved by Mr. Mulholland, seconded by Miss Cunningham: That we move into the public session of the Board. Carried.

Action taken at the in-camera session is not recorded in these public minutes as per Section 207 of the Education Act.

Vice-Principal, Lee Hondronicols, then accepted an Outstanding Achievement Award certificate on behalf of Hess Street School from Trustees Johnston and MacDonald. Hess Street School received the Mayor's Community Award of Excellence for their enthusiasm and dedication in meeting the various needs of many diverse groups in their community.

The Chairman then presented an Outstanding Achievement Award certificate to Preeya Patel, a student at Glendale Secondary School, in recognition of her receiving the Mayor's Community

Award of Excellence in the Youth division. He emphasized Preeya's many activities to promote greater understanding and cultural awareness in the Glendale community.

Moved by Canon Rogers, seconded by Mr. Mulholland: That the minutes of the last regular meeting of 1995 12 21 and Inaugural meeting of 1995 12 04 and special meetings of 1995 12 06, 1995 12 11 and 1995 12 19 be adopted as presented. Carried.

The Secretary read notes of thanks for the Board's expressions of sympathy from the families of Josie Hay and Ted Anderson. He then drew the members' attention to the response from Minister of Citizenship and Immigration regarding federal support for English as a Second Language programs, a resolution from the Essex County Board of Education regarding one publicly funded educational system, a letter from Stormont, Dundas and Glengarry Board of Education regarding support of TV/TF Ontario and a resolution from the Sault Ste. Marie Board of Education regarding reduced transfer payments and reduction in income tax.

Moved by Mr. Korz, seconded by Mrs. Rodgers: That the letter from Stormont, Dundas and Glengarry Board of Education and the resolution from the Sault Ste. Marie Board of Education be referred to the appropriate Standing Committee and that the remaining correspondence be received and filed.

Moved in amendment by Mrs. Bishop, seconded by Mr. Darby: That the resolution from the Essex County Board of Education be referred to the Operations and Finance Committee. Carried.

The motion, as amended, was put to a vote and was Carried.

Committee reports were presented as follows:

Program Committee - Mrs. Bishop

Operations and Finance Committee - Mrs. Hill

Personnel and Organization Committee - Mr. Darby

Moved by Mrs. Bishop, seconded by Dr. Johnston: That the General Part of the Report of the Program Committee be adopted. Carried.

Moved by Mrs. Hill, seconded by Ms. Patenaude: That the General Part of the Report of the Operations and Finance Committee be adopted.

Trustee Mulholland requested that the minutes record his opposition to Clause 2.(g) as this action was tabled at a meeting on 1995 03 27; therefore, this action is in violation of the Board's rules.

The motion was put to a vote and was Carried.

Moved by Mr. Darby, seconded by Ms. MacDonald: That the General Part of the Report of the Personnel and Organization Committee be adopted. Carried.

In pursuance of her notice of motion given at the last meeting, it was moved by Mrs. Bishop, seconded by Mr. Gage: That the Rules and Regulations Committee be asked to consider the following proposals and any others to create more efficient meetings:

(a) any special meeting of the Board or Standing Committee be limited in duration to two (2) hours except by a motion for extension from two-thirds of those present and voting;

(b) no special meetings of the whole Board or of Standing Committees be held without the agreement of either one third of the Board or of all members of the appropriate committee;

(c) agendas for Standing Committees be divided into those items requiring action and those being brought for information;

(d) agenda items requiring action be always ahead of those brought for information and all items have time lines;

(e) delegations from the public be given a specific time for their presentations which will be adhered to;

(f) staff presentations to Standing Committees be limited to twenty (20) minutes, exclusive of questions;

(g) agenda items relating to schools and instruction be removed from the Operations and Finance Committee's agendas and be presented at the Program Committee. Carried.

Under new business, it was moved by Mr. Mulholland, seconded by Ms. Orban: (a) That up to 5.76 FTE C.U.P.E, Local 1344 cleaners be assigned to Highview Elementary School and Sir Allan MacNab Secondary School in accordance with the new Workload Formula effective 1996 03 01.

(b) That the vacancies created by this action be filled in accordance with option two of the new Workload Formula.

(c) That the number of FTE cleaners be reduced by a further 36.70 by 1996 09.

(d) That the Board implement a system-wide Workload Formula that will reflect an average production rate of 17,593 square feet per FTE employee by 1997 09.

Noting that this item was not on the agenda, the Chairman noted that a two-thirds majority vote was required to entertain the motion.

The required majority was not received.

Trustee Mulholland stated he would not pursue this motion as a Notice of Motion.

FRENCH LANGUAGE SECTION

Trustee Desmarais reported that the French Language Section did not meet in January.

ELEMENTARY/SECONDARY

Trustee Orban gave notice that she will move or cause to be moved at the next regular meeting or special meeting called for that purpose the following motion:

"WHEREAS this Board has a preliminary indication that provincial grants will be reduced by approximately seven million dollars and there is a potential deficit of 2.8 million dollars for operating expenses which will cause a potential reduction in the 1996 revenues of 10 million dollars and this does not include other potential impacts on the 1996 budget, and

WHEREAS the current ratio of 1/100 pupils will cost the taxpayer \$750,000 for lunchtime supervision,

BE IT RESOLVED that the Board of Education for the City of Hamilton petition all provincial school boards and the Ontario Public School Boards' Association to cause the provincial

government to grant authority to boards of education to require a fee be paid for the supervision required to be provided by a principal of a school, thereby giving them authority to make choices in the safe delivery of lunchtime supervision."

When Trustee Cunningham questioned the Chair accepting the Notice of Motion, the Chairman ruled he had no option but to accept it.

Moved by Mrs. Bishop, seconded by Mr. Gage: That the Elementary/Secondary Part of the Report of the Program Committee be adopted. Carried.

Moved by Mrs. Hill, seconded by Mrs. Rodgeron: That the Elementary/Secondary Part of the Report of the Operations and Finance Committee be adopted.

Trustee Orban requested that Clause 1. be voted on separately.

Questioning the mandate the word "elimination" suggests in Clause 1., it was moved in amendment by Ms. Orban, seconded by Mr. Korz: That Clause 1. be amended to delete "Elimination of Non-mandated Programs" and be replaced with "Group to study the cost and feasibility analysis of Non-mandated Programs".

Trustees opposed to the amendment offered that it was within the mandate of the Budget Analysis Committee to strike working groups as deemed necessary.

The amendment was put to a vote and was Lost.

Clause 1. was put to a vote and was Carried.

The remainder of the report was put to a vote and was Carried.

Moved by Mr. Darby, seconded by Dr. Johnston: That the Elementary/Secondary Part of the Report of the Personnel and Organization Committee be adopted.

Trustee Cunningham, referring to Clause 1., requested that trustees be apprised in advance of changes that impact the operations of the schools in order to be able to respond to calls from parents. She added that information placed in the trustees' lockers would suffice.

The motion was put to a vote and was Carried.

When Trustee Gage suggested the Board should include the French phrases in the singing of O' Canada prior to the full Board meetings, the Chairman directed he consider a Notice of Motion in that regard.

The meeting then adjourned.

Adopted as presented.

.....
Chairman

REPORT OF THE OPERATIONS AND FINANCE COMMITTEE SECOND REPORT

Present: Trustees Hill (Chairman), Desmarais, Lowe, MacDonald, Orban, Rogers and Stewart.

Also Present: Trustees Bishop, Cunningham, Darby, Gage, Hicks, Johnston, Johnstone, Mulholland and Paquin.

Officials Present: D. Goodridge (Director of Education and Secretary), P. Shewfelt (Superintendent of Financial Services and Treasurer), E. Bond (Superintendent of Program Services), R. Binns (Superintendent of Human Resources), P. Gillie (Superintendent - Administrative and Operational Services), M. Quinn (Superintendent of Schools - Lower City), N. Nicholls (Superintendent of Schools - Mountain), M. Matier (Assistant Superintendent of Schools - Mountain) and S. Thompson (Assistant Superintendent of Schools - Lower City).

The Committee recommends:

GENERAL

1. That the Update on the Status of Accommodation for 1995 (as presented in the 1994 Accommodation Report) be received for information and the following recommendations be approved:

(a) That the schedule of projects summarized in Appendix D be approved for the 1996 Budget and the revised schedule, Appendix D1 - Facilities Renewal be filed with the Ministry of Education and Training.

(b) That the 1996 Approved Budget include, in addition to monies budgeted for Preventative Maintenance, the Board share of \$644,427 for Facilities Renewal.

(c) That an amount up to \$100,000 for minor renovations (items over \$10,000) be included in the 1996 Budget for school needs.

(d) That boilers identified for 1996 be purchased by tendering for a limited performance contract, following the process outlined in Appendix E.

(e) That an amount of \$60,000 be included in the 1996 Budget for the relocation of portable classrooms.

(f) i) That the major renovation of Hill Park Phase III be completed in 1996 (\$1,500,000)

ii) That the major renovation of Glendale Phase II be completed in 1996 (\$2,000,000)

(g) That the Board approve in principle the sale of Properties as a source of capital funding.

2. That the Report on Sale of Board Sites be received for information and the following recommendations be approved:

(a) That Comley School and site be declared surplus to the Board's needs and be sold in accordance with Ministry regulations with the understanding that the Board will not require additional accommodation to replace Comley School in this attendance area within ten years of the date of disposal. The funds realized from the sale to be placed in Capital Reserves.

(b) That Eastview School and site be declared surplus to the Board's needs and be sold in accordance with Ministry regulations with the understanding that the Board will not require additional accommodation to replace Eastview School in this attendance area within ten years of the date of disposal. The funds realized from the sale to be placed in Capital Reserves.

(c) That Glenview School and site be declared surplus to the Board's needs and be sold in accordance with Ministry regulations with the understanding that the Board will not require additional accommodation to replace Glenview School in this attendance area within ten years of the date of disposal. The funds realized from the sale to be placed in Capital Reserves.

(d) That Southview School and site be declared surplus to the Board's needs and be sold in accordance with Ministry

regulations with the understanding that the Board will not require additional accommodation to replace Southview School in this attendance area within ten years of the date of disposal. The funds realized from the sale to be placed in Capital Reserves.

(e) That the house and site located at 37 East Avenue be declared surplus to the Board's needs and be sold in accordance with Ministry regulations. The funds realized from the sale to be placed in Capital Reserves.

(f) That the lot located at 49 East Avenue be declared surplus to the Board's needs and be sold in accordance with Ministry regulations. The funds realized from the sale to be placed in Capital Reserves.

(g) That 220 Dundurn building and site be declared surplus to the Board's needs and be sold in accordance with Ministry regulations. The funds realized from the sale to be placed in Capital Reserves.

3. That the following recommendation in the Report re Sale of Board Sites be referred back to the officials for consideration of severance:

(a) That Mohawk Trail School and site be declared surplus to the Board's needs and be sold in accordance with Ministry regulations with the understanding that the Board will not require additional accommodation to replace Mohawk Trail School in this attendance area within ten years of the date of disposal. The funds realized from the sale to be placed in Capital Reserves.

4. That the Annual Public Relations Report be received for information.

5. That the Verbal Report of the Budget Analysis Committee be received for information and the following Budget Analysis Committee working groups be approved:

Transportation

Consolidation/Utilization of Schools

Contracting Out/In

Revenue Generation

User Fees

6. That the Report re Initial Forecast 1996 Budget be received for information.

7. That the following dates be approved for budget deliberations: 1996 01 23 and 1996 01 30.

8. That the Resolution from the Board of Education for the City of Windsor re managed employee benefit care cooperatives be referred to the officials for a report.

9. That the March, 1996 meeting of the Operations and Finance Committee be rescheduled to Tuesday, 1996 03 19 at 18:15 hours.

ELEMENTARY/SECONDARY

1. That the following Budget Analysis Committee working groups be approved:

Alternatives for Junior Kindergarten

Elimination of Non-mandated Programs

2. That the following recommendations of the Director of Education be approved:

(a) That the following trip requests be approved:

(i) Holbrook, Grades 4-5, Outdoor Education, Camp Wanakita, Haliburton area, 1996 05 13-15 (Monday to Wednesday)

(ii) Norwood Park, Grades 6-8, Ski Trip, Snow Valley, Barrie, 1996 02 14 (Wednesday)

(iii) Queensdale, Grade 5, Outdoor Education, Camp Wanakita, Haliburton area, 1996 05 13-15 (Monday to Wednesday)

(iv) Barton, Grades 9-OAC, Stratford Festival, Stratford, 1996 05 22 (Wednesday)

(v) Delta, Grades 9-OAC, Ski Trip, Blue Mountains, Collingwood, 1996 02 09 (Friday)

(vi) Sir Winston Churchill, Grades 9-OAC, New York City, New York, U.S.A., 1996 05 15-18 (Wednesday to Saturday)

(vii) Westdale, Grades 11-OAC, Senior Volleyball, Orleans, 1996 02 02-03 (Friday to Saturday)

(viii) Westdale, Grades 11-OAC, Visual Art History, New York City, New York, U.S.A., 1996 05 23-26 (Thursday to Sunday)

(ix) Westmount, Grades 10-OAC, World Affairs Conference, Upper Canada College, Toronto, 1996 02 19-20 (Monday to Tuesday)

(x) GHAC Cross-Country Ski Provincial Championships, Grades 9-OAC, Duntroon, 1996 02 08 (Thursday).

Respectfully submitted

S. HILL
Chairman

Board Room
1996 01 09

**REPORT OF THE
PERSONNEL AND ORGANIZATION COMMITTEE
SECOND REPORT**

Present: Trustees Darby (Chairman), Cunningham, Johnston, Korz, Paquin and Stewart.

Also Present: Trustees Bishop, Desmarais, Gage, Hill, Johnstone, MacDonald, Mulholland, Orban, Rodgerson and Rogers.

Officials Present: D. Goodridge (Director of Education and Secretary), R. Binns (Superintendent of Human Resources), P. Shewfelt (Superintendent of Financial Services and Treasurer), M. Quinn (Superintendent of Schools - Lower City), N. Nicholls (Superintendent of Schools Mountain) and M. Matier (Assistant Superintendent of Schools - Mountain).

The Committee recommends:

GENERAL

1. That the Report re O.M.E.R.S. (Ontario Municipal Employees Retirement System) Downsizing Plan 7 be received for information.

2. That the Report re the Professional Administrative Support Staff (PASS) Downsizing (Education Centre Restructuring and Downsizing Results [3 Administrative Departments]) be received for information.

3. That the Report on the Expense Reduction Analysts' Proposal re Attendance Management be tabled.

4. That the following recommendations of the Superintendent of Human Resources be approved as presented:

1. **PROBATIONARY STAFF APPOINTMENTS**

(a) That John Vasilyadis be appointed to the Probationary Clerical and Technical Staff as Facilities Services Technician - Grade 10, effective 1996 01 22, with salary according to the salary schedule. (New Position)

2. PERMANENT STAFF APPOINTMENTS - Nil

3. PROMOTIONS - Nil

4. INTERNAL APPOINTMENTS - Nil

5. TIMETABLE CHANGES - Nil

6. RETIREMENTS - Nil

7. LEAVING EMPLOYMENT

(a) That the dates for the following staff to leave the employ of the Board be approved:

Lesa Davidson (Cleaner, Cleaning Staff), 1995 12 31

Gayle de Jager (Secretary, Administrative Staff), 1996 01 05

Janet Mahoney (Fireman, Caretaking and Maintenance Staff), 1995 12 31

8. LEAVES

Leave of Absence

(a) That the request of Veronica Buckland (Cleaner, Cleaning Staff) for a Leave of Absence, effective 1995 08 22 to 1995 12 18, be granted.

Leave Extension

(a) That the request of Doris Thomsen-Griffin (Secretary, Clerical and Technical Staff) for an extension of her Leave of Absence, effective 1996 01 01 to 1996 08 16, be granted.

Return from a Leave of Absence

(a) That Joyce Ferguson (Payroll Supervisor, Administrative Staff) be returned from a Leave of Absence, effective 1995 12 11.

9. OTHERS - Nil

5. That the Staffing Report - Full Time Equivalent Positions as of 1995 12 31 be received for information.

6. That the Report on Supply Teacher Usage as of 1995 11 30 be received for information.

7. That the Report on Substitute Cleaner/Casual Assistance Usage as of 1995 11 30 be received for information.

8. That the 1994 and 1995 Temporary Assistance Expenditures Report be received for information.

9. That the March meeting of the Personnel and Organization Committee be re-scheduled to Tuesday, 1996 03 05, following the French Language Section meeting.

ELEMENTARY/SECONDARY

1. That the verbal Update on Re-organization of Educational Assistants be received for information.

2. That the following recommendations of the Superintendent of Human Resources be approved as presented:

1. **PROBATIONARY STAFF APPOINTMENTS** - Nil

2. **PERMANENT STAFF APPOINTMENTS** - Nil

3. **PROMOTIONS** - Nil

4. **INTERNAL APPOINTMENTS** - Nil

5. **TIMETABLE CHANGES** - Nil

6. **RETIREMENTS**

(a) (i) That the resignation of Catharine Powell, Elementary School Principal, for the purpose of retirement, effective 1996 03 08, be accepted with regret and that the Board's gratuity be paid.

(ii) That the resignations of the following teachers, for the purpose of retirement, effective as shown, be accepted with regret and that the Board's gratuity be paid:

John H. Aikman (E), 1996 06 30
Kenneth Ashcroft (S), 1996 06 30
John Steinberg (E), 1996 06 30

7. **LEAVING EMPLOYMENT**

(a) That the date for the following staff to leave the employ of the Board be approved:

Moirra Donaldson (Administrative Assistant, Administrative Staff),
1996 03 22

8. **LEAVES**

Leave of Absence

(a) That the requests of the following teachers for a Leave of Absence, effective as shown, be granted:

Gary Billings (S), 1995 11 08
Marcia Brazel (E), 1996 01 22 to 1996 05 17
Laurel Karry (S), 1996 01 31 to 1996 08 31
Dee Maharajh (E), 1996 01 22 to 1996 08 31
Linda Moreton (E), 1996 02 07
Michael Mulligan (E), 1996 01 29 to 1996 03 29
Cornelia Schuster (E), 1995 12 01 to 1996 08 31
Kenneth Sindrey (E), 1995 11 16

Leave of Absence - Date Change

(a) That the effective dates of the Leaves of Absence granted to the following teachers at a previous meeting be changed as shown:

Tammy Biggs(S), 1995 12 08 to 1996 08 31
Sylvie Francis (E), 1995 12 20 to 1996 03 15

Leave Extension

(a) That the request of Edith Schroedter (S) for an extension to her Leave of Absence, effective 1996 02 01 to 1996 08 31, be granted.

(b) That the request of Cheryl Weston-Shepherd (Educational Assistant, Educational and Lunchroom Assistant Staff) for an extension to her Leave of Absence, effective 1996 01 04 to 1996 06 30, be granted.

Return from Leave of Absence

(a) That the following teachers be returned from a Leave of Absence, effective as shown:

Rita Bertoldi (E), 1996 09 01

Heather Lewis (S), 1995 12 18

Sandra Myke (E), 1995 12 01

Lisa Read (E), 1996 02 01

(b) That Doreen Vella-Carrozza (Psychological Consultant, Professional Student Services Personnel) be returned from a Leave of Absence, effective 1995 12 18.

9. **OTHERS**

Reciprocal Transfers

(a) That Judith Hopkins (S) be transferred from the Secondary Panel to the Elementary Panel, effective 1996 02 01, with salary according to the salary schedule.

Respectfully submitted

G. DARBY
Chairman

Board Room
1996 01 11

REPORT OF THE PROGRAM COMMITTEE SECOND REPORT

Present: Trustees Bishop (Chairman), Gage, Johnstone, Mulholland, Patenaude, Rodgeron and Stewart.

Also Present: Trustees Cunningham, Darby, Johnston and Orban.

Officials Present: D. Goodridge (Director of Education and Secretary), E. Bond (Superintendent of Program Services), M. Quinn (Superintendent of Schools - Lower City), P. Gillie (Superintendent - Administrative and Operational Services), F. Cooke (Assistant Superintendent of Program Services), M. Matier (Assistant Superintendent of Schools - Mountain) and S. Thompson (Assistant Superintendent of Schools - Lower City).

The Committee recommends:

GENERAL

1. That the Report re Proposal for the Evaluation of Special Education Programs be received for information and the following recommendations approved:

(a) That the Proposal for the Evaluation of Special Education Programs, as outlined in Appendix II of the Report be, approved.

(b) That a progress report be brought back to the Program Committee in January, 1997.

2. That the verbal Update re Action Plans - Magnet Schools be received for information.

3. That the April meeting of the Program Committee be re-scheduled to Tuesday, 1996 04 02 at 18:15 hours.

ELEMENTARY/SECONDARY

1. That the Resolution from the Board of Education for the City of Etobicoke re increased pre-service training in music for generalist elementary teacher candidates be referred to the Officials for clarification.

Respectfully submitted

J. BISHOP
Chairman

Board Room
1996 01 16

MINUTES OF THE SPECIAL MEETING OF THE BOARD OF EDUCATION

Board Room
Education Centre
1996 01 30

The Board met.

Present: Trustees Stewart (Chairman), Darby, Desmarais, Hicks, Hill, Johnston, Johnstone, Korz, Lowe, MacDonald, Mulholland, Orban, Patenaude, Rodgeron and Rogers.

Officials Present: D. W. Goodridge (Director of Education and Secretary), P. Shewfelt (Superintendent of Financial Services and Treasurer), E. Bond (Superintendent of Program), R. Binns (Superintendent of Human Resources), N. Nicholls (Superintendent of Schools - Mountain), R. Lavoie (Superintendent -French as a First Language), F. Cooke (Assistant Superintendent, Program), M. Matier (Assistant Superintendent of Schools, Mountain) and S. Thompson (Assistant Superintendent of Schools, Lower City).

ELEMENTARY/SECONDARY

Moved by Mr. Darby, seconded by Mr. Mulholland: That the Elementary/Secondary Part of the Report of the Special Meeting of the Personnel and Organization Committee be adopted. Carried.

The meeting then adjourned.

Adopted as presented.

.....
Chairman

**REPORT OF THE
SPECIAL MEETING OF THE PERSONNEL AND
ORGANIZATION COMMITTEE**

Present: Trustees Darby (Chairman), Cunningham, Hicks, Johnston and Korz.

Also Present: Trustees Desmarais, MacDonald, Mulholland, Patenaude, Rodgeron and Rogers.

Officials Present: D. Goodridge (Director of Education and Secretary), R. Binns (Superintendent of Human Resources), P. Shewfelt (Superintendent of Financial Services and Treasurer), E. Bond (Superintendent of Program), F. Cooke (Assistant Superintendent of Program), M. Matier (Assistant Superintendent of Schools - Mountain) and S. Thompson (Assistant Superintendent of Schools - Lower City).

The Committee recommends:

ELEMENTARY/SECONDARY

1. That the following recommendations of the Superintendent of Human Resources be approved as presented:

1. PROBATIONARY STAFF APPOINTMENTS

(a) (i) That the following teachers be re-appointed to the Probationary Staff, effective 1996 02 01, with salary according to the salary schedule:

Barbara McIlveen (S) - Section 27, 3/6 (3/3 Semester 2)

Ruth Purdy (S), 3/6 (3/3 Semester 2)

(Replacements)

(ii) That the following teachers be appointed to the Probationary Staff, effective 1996 02 01, with salary according to the salary schedule:

Colleen Blacklock (E)

Paul Brown (S), 3/6 (3/3 Semester 2)

Brenda Csordas (S), 3/6 (3/3 Semester 2)

Theresa Sgambato (S), 2/6 (2/3 Semester 2)

Paul Szczyry (E), .5

(Replacements)

3. PROMOTIONS

(a) That the following teachers be appointed to the positions indicated, effective 1996 02 01, with salary according to the salary schedule:

Barbara Brown (S), Acting Head of Department (Guidance)
Robert Corey (S), Acting Head of Department (Guidance)
Campell Gauldie (S), Acting Head of Department (Guidance)
Patricia Gionet (S), Acting Assistant Head of Department (French Immersion)
Warren Johnson (S), Acting Head of Department (Science)
Maelly Lew (S), Acting Assistant Head of Department (Science)
Patricia Loney (S), Acting Assistant Head of Department (Academic)
Susan Peart (S), Acting Head of Department (Girls' Physical and Health Education)
Brian Ryder (S), Acting Assistant Head of Department (Science)
Keitha Seneco (S), Acting Head of Department (Family Studies)
Claire Wright (S), Acting Head of Department (Academic)
Diane Zsepeczky (S), Acting Head of Department (Guidance)
(Replacements)

5. TIMETABLE CHANGES

(a) That the following timetable increases, effective 1996 02 01, be approved:

Patricia Ashton (S), 5/6 to 6/6
Tracey Austin (S), 5/6 to 6/6
Lorenzo Binnotto (S), 3/6 to 5/6 (3/3 Semester 1 and 2/3 Semester 2)
Virginia Brisbin (S), 1/6 to 3/6 (1/3 Semester 1 and 2/3 Semester 2)
Robert Bukvic (S), 5/6 to 6/6
Bruce Cooke (S), 4/6 to 5/6 (2/3 Semester 1 and 3/3 Semester 2)
Leslie Cramer (S), 4/6 to 5/6
Ghislaine Dean (S), 5/6 to 6/6
Jyoti DeHaan (S), 4/6 to 6/6
Joan DiBerardo (S), 3/6 to 6/6
Caryl Durst (S), 5/6 to 6/6
Jeannine Falasca (S), 5/6 to 6/6
Paul Guagliano (S), 3/6 to 6/6
Denise Hagger (S), 5/6 to 6/6
Mark Hadala (E), .5 to 1.0

Lucy Jane Hannaford (S), 4/6 to 5/6 (2/3 Semester 1 and 3/3 Semester 2)
Jean Hughes (S), 4/6 to 5/6 (2/3 Semester 1 and 3/3 Semester 2)
Katherine Joynt (S), 5/6 to 6/6
Janice Kovar (S), 4/6 to 5/6 (3/3 Semester 1 and 2/3 Semester 2)
Victoria Kudrenski (S), 5/6 to 6/6
Melinda Lula (S), 5/6 to 6/6
Jeannine MacIsaac (S), 3/6 to 6/6
Joan Massey (S), 5/6 to 6/6
Darlene McIlveen (S), 5/6 to 6/6
Mark Miculan (S), 4/6 to 6/6
Heather Moffat (S), 4/6 to 6/6
Louise Morissey (S), 4/6 to 5/6 (2/3 Semester 1 and 3/3 Semester 2)
Donald Orsi (S), 4/6 to 5/6 (3/3 Semester 1 and 2/3 Semester 2)
Susan Peart (S), 3/6 to 6/6
Richard Piet (S), 3/6 to 6/6
Maria Persichini (S), 4/6 to 6/6
Donna Prystie (S), 5/6 to 6/6
Delores Ruff (S), 5/6 to 6/6
Keitha Seneco (S), 4/6 to 6/6
Linda Smith (S), 5/6 to 6/6
Mark Spera (S), 4/6 to 6/6
Robert Spree (S), 5/6 to 6/6
Graham Timms (S), 3/6 to 6/6
Barbara Tkach (S), 4/6 to 5/6 (2/3 Semester 1 and 3/3 Semester 2)
Pieter Toth (S), 3/6 to 6/6
Michelle Visca (S), 5/6 to 6/6
Darlene Wall (S), 4/6 to 5/6 (2/3 Semester 1 and 3/3 Semester 2)
Radia Younes (S), 4/6 to 5/6 (2/3 Semester 1 and 3/3 Semester 2)
(Replacements)

8. LEAVES

Reduced Workload Leave

(a) That the request of Diane Durney (S) for a Reduced Workload Leave of Absence, from 6/6 to 5/6 (3/3 Semester 1 and 2/3 Semester 2), effective 1996 02 01, be approved.

Respectfully submitted

Board Room
1996 01 30

G. DARBY
Chairman

MINUTES OF THE BOARD OF EDUCATION

Board Room
Education Centre
1996 02 15

The Board met.

Present: Trustees Stewart (Chairman), Bishop, Cunningham, Darby, Desmarais, Gage, Hicks, Hill, Johnston, Johnstone, Korz, Lowe, MacDonald, Mulholland, Orban, Paquin, Patenaude, Rodgeron and Rogers.

Officials Present: D. W. Goodridge (Director of Education and Secretary), P. Shewfelt (Superintendent of Financial Services and Treasurer), E. Bond (Superintendent of Program), R. Binns (Superintendent of Human Resources Services), P. Gillie (Superintendent of Administrative and Operational Services), M. Quinn (Superintendent of Schools - Lower City), N. Nicholls (Superintendent of Schools - Mountain), R. Lavoie (Superintendent of Schools, French as a First Language), F. Cooke (Assistant Superintendent, Program) and S. Thompson (Assistant Superintendent of Schools, Lower City).

The Board met in-camera prior to the public meeting where the following action was taken:

Moved by Mrs. Hill, seconded by Mr. Darby: That the General Part of the Report of the Special In-camera Meeting of the Operations and Finance Committee be adopted. Carried.

Other action taken is not included in this public record as per Section 207, Education Act.

A moment of silence was observed in the memory of the late George Parsons, a Commissionaire for 15 years.

On behalf of the Board, Trustee Cunningham presented an Outstanding Achievement Award Certificate to Music Teacher Russ Weil. Mr. Weil was a recipient of the 1995 Hamilton Arts Award, an award given to individuals for outstanding arts achievement in this community.

Moved by Canon Rogers, seconded by Mr. Darby: That the minutes of the last regular meeting of 1996 01 18 and special meeting of 1996 01 30 be adopted as presented. Carried.

The Secretary read notes of thanks for the Board's expressions of sympathy from the families of Betty Aikman, John Moncur and Dave Plant. He then drew the members' attention to the correspondence attached to the agendas.

Moved by Mrs. Bishop, seconded by Dr. Johnston: That the notes of thanks be received for information and the remaining correspondence dealt with as follow:

(a) That the resolution from the Dufferin County Board of Education regarding Provincial Legislation Prohibiting Smoking on School Board property be referred to the Operations and Finance Committee.

(b) That the resolution from the East Parry Sound Board of Education regarding the Education Relations Commission be referred to the Salary Committee.

(c) That the correspondence from the Ontario Public School Boards' Association regarding the Education Relations Commission be referred to the Salary Committee.

(d) That the correspondence from the Ontario Public School Boards' Association regarding resolutions pertaining to the provincial governments \$400 million cut to education in 1996 be referred to the Operations and Finance Committee.

(e) That the correspondence from the Ontario Public School Boards' Association regarding the Pay Equity Act be referred to the Salary Committee.

Upon request, Clause (a) was put to a separate vote and was Carried.

The remaining motion was put to a vote and was Carried.

Trustee Orban gave notice that she will move or cause to be moved at the next regular meeting or special meeting called for that purpose the following motion:

"WHEREAS provincial grants are based on the delivery of mandated and non-mandated programs
and

WHEREAS the provincial government has NOT factored provincial grant savings into its reduction of provincial transfer payments to local school boards; therefore, should local school boards be forced into the possible elimination of non-mandated programs to offset cuts in education transfer payments

BE IT RESOLVED that the Ontario Public School Boards' Association (O.P.S.B.A.) petition the provincial government to amend its policy for the fiscal year 1996-97 to allow provincial grant savings be credited to the local school board causing the provincial grant savings, and NOT the provincial government."

Committee reports were presented as follows:

Operations and Finance Committee, regular and specials -
Mrs. Hill

Personnel and Organization Committee - Mr. Darby

Moved by Mrs. Hill, seconded by Mr. Darby: That the General Part of the Report and Special Reports of the Operations and Finance Committee be adopted.

Trustee Johnstone, in speaking in opposition to Clause 6.(a) of the regular report, requested that it be voted on separately.

Trustees in support of the Clause cited the cost efficient use of taxpayers' money; trustees opposed pointed to the benefits of parents having a choice in educational systems.

Clause 6. (a) was put to a vote and was Carried.

Trustee Johnstone, speaking in opposition to Clause 7. of the regular report, requested it be voted on separately.

Trustees opposed to the Clause referred to the problems of alcohol abuse and questioned the Board's support, ethically and morally, in allowing liquor in our schools

At Trustee Gage's request, Clause 7. was put to a recorded vote and was Carried. Those in favour: Trustees Cunningham, Mulholland, Rogers, Lowe, Korz, Orban, Hicks, Rodgeron, Paquin, Patenaude, Desmarais, Darby, Hill and Stewart; those opposed: Trustees Bishop, Gage, Johnston, MacDonald and Johnstone.

The remainder of the report was put to a vote and was Carried.

Moved by Mr. Darby, seconded by Mr. Paquin: That the General Part of the Report of the Personnel and Organization Committee be adopted.

Trustee Rodgeron requested that Clause 4.(b) be voted on separately and stated, for the record, her concerns that a report from an outside agency did not follow Board procedure on presentations but was included alongside the Officials' report.

One trustee, in support of the Clause, offered this was a consortium group that did not fall into the same category as was being suggested.

Clause 4. (b) was put to a vote and was Carried.

The remainder of the Report was put to a vote and was Carried.

At the Chairman's request, Trustee Cunningham assumed the Chair.

The Chairman reported that, as per Board direction, negotiations on the possibility of an En Bloc Transfer of G. P. Vainer Secondary School have been occurring with the Hamilton-Wentworth Roman Catholic Separate School Board. Part of the negotiations involved a request to the Ministry of Education and Training, not for additional monies, but to move forward to this year capital grant funding that was not due until 1999. Unfortunately, the Ministry has responded in the negative to this proposal.

Moved by Mr. Stewart, seconded by Mr. Desmarais: That negotiations with the Hamilton-Wentworth Roman Catholic Separate School Board regarding an En Bloc transfer be suspended until the Ministry of Education and Training recognizes the inadequate and unfair compensation currently allowed under En Bloc transfers and provides fair reimbursement to the Hamilton Board of Education.

Moved in amendment by Mr. Paquin, seconded by Ms. Patenaude: That the following be added to the motion: "only after all other avenues have been explored to ensure the "En Bloc Transfer".

Trustee Cunningham ruled the amendment out of order as it changed the intent of the motion.

Suggesting it was an 'unfriendly amendment", Trustee Hill challenged the Chair's ruling and the challenge was Lost.

Following some brief debate, the Chair agreed that there was confusion when the vote on the challenge to the Chair was called.

The challenge was put to a second vote and it was sustained.

Several trustees spoke in opposition to both the amendment and the motion suggesting that negotiations have been exhausted and pointing to the futility of hoping the Ministry will agree to offer additional monies.

Trustees in support of continuing negotiations felt there were options yet to be explored and which must be pursued for the sake of the students at G.P. Vanier Secondary School.

Following questions that could not be answered in public, it was moved by Mrs. Johnstone: That the Board meet in-camera. No seconder was forthcoming.

The question on the amendment was called and was Carried.

Trustee Patenaude requested recorded votes on the amendment and the motion.

The amendment was put to a vote and was Lost. Those in favour: Trustees MacDonald, Johnston, Johnstone, Rogers, Lowe, Orban, Paquin, Desmarais and Patenaude. those opposed: Trustees Stewart, Bishop, Gage, Mulholland, Korz, Hicks, Rodgerson, Hill, Darby and Cunningham.

Moved in amendment by Mr. Darby, seconded by Mrs. Hill: That the following be deleted: "until the Ministry of Education and Training recognizes the inadequate and unfair compensation currently allowed under En Bloc transfers and provides fair reimbursement to the Hamilton Board of Education."

The question on the amendment was called and was Carried.

The amendment was put to a vote and was Lost.

The question on the motion was called and was Carried.

The motion was put to a recorded vote and was Lost: Those in favour: Trustees Stewart, Mulholland, Rogers, Hicks, Rodgerson, Hill, Darby and Cunningham; those opposed: Trustees Bishop, Gage, MacDonald, Johnston, Johnstone, Lowe, Korz, Orban, Desmarais, Paquin and Patenaude.

At the request of the members, the Secretary read the motion that remains on the books: "That the Board of Education for the City of Hamilton negotiate with the Hamilton-Wentworth Roman Catholic Separate School Board an En Bloc transfer, effective 1996 07 01."

Trustee Desmarais offered that negotiations are still open and urged the Board to ask the Separate School Board in writing if they are prepared to make a monetary offer.

Under New Business, it was moved by Mr. Stewart, seconded by Mr. Mulholland: That all Board employees be given the opportunity for alternate work arrangements during the week of 1996 02 18 to 1996 02 22 to compensate this Board for Friday, 1996 02 23.

The Chairman noted that this item was not on the agenda and required a two-thirds majority vote to consider it this evening.

The required majority vote was not received.

The Chairman resumed the Chair.

FRENCH LANGUAGE SECTION

Presentation of Report - Mr. Desmarais

Moved by Mr. Desmarais, seconded by Mr. Paquin: That the Report of the French Language Section be adopted. Carried.

ELEMENTARY/SECONDARY

The secretary drew the members' attention to the letter from the parents concerning the Peer Mediation Program and the Child Behaviour Checklist.

Moved by Mrs. Rodgeron, seconded by Mr. Darby: That the above correspondence be referred to the officials for a report. Carried.

Trustee Rodgeron stated she would leave it to the Officials' discretion as to the timelines for the report and agreed that it would be appropriate to be presented to the Program Committee.

Moved by Mrs. Hill, seconded by Mrs. Bishop: That the Elementary/Secondary Part of the Report of the Operations and Finance Committee be adopted. Carried.

Moved by Mr. Darby, seconded by Dr. Johnston: That the Elementary/Secondary Part of the Report of the Personnel and Organization Committee be adopted. Carried.

In pursuance of her Notice of Motion made at the previous meeting, it was moved by Ms. Orban, seconded by Mr. Korz: That the Board of Education for the City of Hamilton petition all provincial school boards and the Ontario Public School Boards' Association to cause the provincial government to grant authority to

boards of education to require a fee be paid for the supervision required to be provided by a principal of a school, thereby giving them authority to make choices in the safe delivery of lunchtime supervision."

Trustee Orban referenced the serious fiscal situation facing the Province and emphasized that all options, including those in this motion, must be explored to save education dollars.

Trustees in support of the motion felt that those who use a service should pay and pointed to the safety concerns around the current situation.

Trustees in opposition to the motion, pointed out that not everyone will be able to pay user fees for lunchtime supervision and asked how this aspect will be managed.

Moved in amendment by Dr. Johnston, seconded by Mrs. Bishop: That the motion be tabled.

The challenge to the Chair accepting the amendment when there were other trustees wishing to speak was Lost.

The amendment was put to a recorded vote and was Carried. Those in favour: Trustees Cunningham, Bishop, Gage, Johnston, MacDonald, Rogers, Lowe, Rodgerson, Darby, Hill and Stewart; those opposed: Trustees Johnstone, Korz, Orban and Hicks; Abstentions: Trustee Mulholland.

The meeting then adjourned.

Adopted as presented.

.....
Chairman

**REPORT OF THE
FRENCH LANGUAGE SECTION
SECOND REPORT**

Present: Trustees Desmarais (Chairman), Paquin and Patenaude.

Official Present: R. C. Lavoie (Superintendent of Schools, French as a First Language).

The French Language Section recommends:

1. That the following recommendations of the Superintendent of Schools, French as a First Language be approved as presented to the members:

B. OTHER

Trip(s)

That the following trip request(s) be approved.

(a) Georges-P.-Vanier, Grades 9 to OAC, Windsor, ON, February 8-10, 1996 (Thursday-Saturday).

(b) Georges-P.-Vanier, Grades 9 to OAC, Niagara-on-the-Lake, ON, April 25 1996 (Thursday).

(c) Georges-P.-Vanier, Grades 11-OAC, Timmins, ON, January 31-February 3, 1996 (Wednesday-Saturday).

* * * * *

2. That the News Release from the Ontario French Language Trustees' Association (AFCSO) dated 1995 12 01 re \$400 million reduction in the Education Sector be received for information.

3. That the Memorandum from the Ontario French Language Trustees' Association (AFCSO) dated 1995 12 06 re Extract from Bill 26 be received for information.

4. That the letter from the Waterloo Region Roman Catholic Separate School Board dated 1996 01 17 re Purchase of Service for Grades 7 and 8 for 1996-1997 be received for information.

5. That the letter from the Wellington County Roman Catholic Separate School Board dated 1996 01 16 re Purchase of Service for Grades 7 and 8 for 1996-1997 be received for information.

6. That the request from TV Ontario dated 1995 12 15 re Financial Support be received for information.

7. That the Report from the Association des enseignantes et des enseignants franco-ontariens (AEFO) dated 1996 01 03 re School Councils be received for information.

8. That the Update on the TIPP Project "La pédagogie de l'information" be received for information.

9. That the Report on the 1994-1995 funding for the "Violence Prevention: Connections: From Awareness to Action" Project be received for information.

10. That the Report on Secondary School Reform be received for information.

11. That the Report on the Implementation of the Common Curriculum Project be received for information.

12. That the Report on the Teacher's Manual: Special Education Forms be received for information.

13. That the Verbal Report on the 1996-1997 Course Calendar be received for information.

14. That the Verbal Report on the Reduction of AEFO Teaching Staff to meet Social Contract requirements be received for information.

Respectfully submitted

Committee Room
1996 01 30

JEAN DESMARAIS
Chairman

RAPPORT DE LA SECTION DE LANGUE FRANÇAISE DEUXIÈME RAPPORT

Étaient présents : M. Jean Desmarais (président), M. Hubert Paquin (conseiller scolaire), Mme Marie Patenaude (conseillère scolaire).

Administrateur présent : M. R. C. Lavoie (Surintendant des écoles de langue française).

La Section de langue française recommande :

1. que les propositions du Surintendant des écoles de langue française soient approuvées telles que présentées aux membres :

B. AUTRES

Voyages

Que les demandes de voyage suivantes soient approuvées :

(a) Georges-P.-Vanier, 9e année-CPO, Windsor, ON, les 8, 9 10 février 1996. (Tournoi de basket-ball, garçons sr. - jeudi à samedi)

(b) Georges-P.-Vanier, 9e année-CPO, Niagara-on-the-Lake, ON, le 25 avril 1996. (Théâtre)

(c) Georges-P.-Vanier, 11e-CPO, Timmins, ON, le 31 janvier au 3 février 1996. (Tournoi de volley-ball, filles sr. - mercredi à samedi)

* * * * *

2. que le communiqué de l'Association française des conseils scolaires de l'Ontario en date du 1er décembre 1995 : Objet : Coupure de 400 000\$ millions dans le secteur de l'éducation soit reçu à titre d'information.

3. que la note de service de l'Association française des conseils scolaires de l'Ontario en date du 6 décembre 1995 :Objet : Extrait du Projet de la loi 26 soit reçue à titre d'information.

4. que la lettre du Conseil des écoles séparées catholiques de Waterloo en date du 17 janvier 1996 : Objet : Achat de services - 7e et 8e années pour l'année scolaire 1996-1997 soit reçue à titre d'information.

5. que la lettre du Conseil des écoles séparées catholiques de Wellington en date du 16 janvier 1996 : Objet : Achat de services - 7e et 8e années pour l'année scolaire 1996-1997 soit reçue à titre d'information.

6. que la demande de TV Ontario en date du 15 décembre 1995 : Objet : Appui financier soit reçue à titre d'information.

7. que le rapport de l'Association des enseignantes et des enseignants franco-ontariens (AEFO) en date du 3 janvier 1996 : Objet : Conseils d'école soit reçu à titre d'information.

8. que la mise à jour du Projet PFPT "La pédagogie de l'information" soit reçue à titre d'information.

9. que le rapport sur le financement pour 1994-1995 du projet Interactions : de la sensibilisation à l'intervention soit reçu à titre d'information.

10. que le rapport sur la réforme du palier secondaire soit reçu à titre d'information.

11. que le rapport sur le Projet de mise en oeuvre du programme d'études commun soit reçu à titre d'information.

12. que le rapport du Guide du personnel enseignant : Formulaires des services à l'enfance en difficulté soit reçu à titre d'information.

13. que le rapport verbal du Prospectus des cours 1996-1997 soit reçu à titre d'information.

14. que le rapport verbal sur la réduction du personnel-enseignant (AEFO) pour rencontrer les exigences du contrat social soit reçu à titre d'information.

Respectueusement présenté

Salle de comité
le 30 janvier 1996

Jean Desmarais
Président

**REPORT OF THE
SPECIAL MEETING OF THE
OPERATIONS AND FINANCE COMMITTEE**

Present: Trustees Hill (Chairman), Desmarais, Lowe, Orban, Rogers and Stewart.

Also Present: Trustees Bishop, Cunningham, Darby, Hicks, Johnston, Mulholland, Patenaude and Rodgerson.

Officials Present: D. Goodridge (Director of Education and Secretary), P. Shewfelt (Superintendent of Financial Services and Treasurer), E. Bond (Superintendent of Program), R. Binns (Superintendent of Human Resources), P. Gillie (Superintendent - Administrative and Operational Services), M. Matier (Assistant Superintendent of Schools - Mountain), F. Cooke (Assistant Superintendent - Program).

The Committee recommends:

GENERAL

1. That the Update on Report re Initial Forecast be received for information.

Respectfully submitted

**S. HILL
Chairman**

**Board Room
1996 01 23**

**REPORT OF THE
SPECIAL MEETING OF THE
OPERATIONS AND FINANCE COMMITTEE**

Present: Trustees Hill (Chairman), Desmarais, Lowe, MacDonald, Orban, Rogers and Stewart.

Also Present: Trustees Bishop, Cunningham, Darby, Gage, Hicks, Johnston, Mulholland, Paquin, Patenaude and Rodgeron.

Officials Present: D. Goodridge (Director of Education and Secretary), P. Shewfelt (Superintendent of Financial Services and Treasurer), E. Bond (Superintendent of Program), R. Binns (Superintendent of Human Resources), N. Nicholls (Superintendent of Schools - Mountain), M. Matier (Assistant Superintendent of Schools - Mountain), S. Thompson (Assistant Superintendent of Schools - Lower City) and F. Cooke (Assistant Superintendent - Program).

The Committee recommends:

GENERAL

1. That the following Reports of the Budget Analysis Working Groups be received for information:

- (a) Transportation
- (b) Alternatives for Junior Kindergarten
- (c) Elimination of Non-Mandated Programs
- (d) User Fees
- (e) Revenue Generation
- (f) Consolidation/Utilization of Schools
- (g) Out-sourcing
- (h) Workload Formula
- (i) Early Retirement Incentive Plan

Respectfully submitted

Board Room
1996 01 30

S. HILL
Chairman

**REPORT OF THE
OPERATIONS AND FINANCE COMMITTEE
THIRD REPORT**

Present: Trustees Hill (Chairman), Desmarais, Lowe, MacDonald, Orban, Rogers and Stewart.

Also Present: Trustees Bishop, Cunningham, Darby, Gage, Hicks, Johnston, Johnstone, Mulholland and Paquin.

Officials Present: D. Goodridge (Director of Education and Secretary), P. Shewfelt (Superintendee of Financial Services and Treasurer), P. Gillie (Superintendent of Administrative and Operational Services), N. Nicholls (Superintendent of Schools - Mountain), M. Matier (Assistant Superintendent of Schools - Mountain) and S. Thompson (Assistant Superintendent of Schools - Lower City).

The Committee recommends:

GENERAL

1. That the Report from the Officials to the Presentations by Theatre Aquarius and The Hamilton Art Gallery be deferred until a second presentation from Theatre Aquarius.

2. That the Verbal Update re the Fundraising Committee and the change in contractor to Ketchum Canada Inc. for the Fundraising Study be received for information.

3. That the following membership fees be paid:

(a) Canadian Education Association (CEA) - \$3,702.51

(b) Ontario Education Research Council (OERC) - \$725.00

(c) Ontario Public School Boards' Association (OPSBA)
- \$64,096.21

(d) Association française des conseils scolaires de l'Ontario (AFCSO) - \$2,419.54

4. That the Update on the Technological Implementation Plan be received for information and the following recommendations be approved:

(a) That the summary of estimates for 1996 be approved, subject to budget review.

(b) That the focus for 1996 be to continue to address the classroom by upgrading remaining obsolescent equipment, reviewing network installations and reviewing the Student Information System.

5. That the Resolution from the Sault Ste. Marie Board of Education re reduced transfer payments and reduction in income tax be received and filed.

6. That the Resolution from the Essex County Board of Education re one publicly funded educational system be received for information and the following motion approved:

(a) That the Board write Premier Mike Harris advocating support of one publicly funded educational system and recommend that a referendum be held in the province on this issue.

7. That Barton Secondary School be granted permission to obtain a liquor licence for 35th Anniversary celebrations to be held the evening of 1996 05 11.

8. That the Chairman strike an ad hoc committee to provide a liaison with area Members of Provincial Parliament.

9. That the following motion be referred to a Special Meeting of the Operations and Finance Committee for budget discussion:

(a) That the trustees' budget be reduced by 10 percent; this reduction will be realized by reducing:

Personnel Training by \$20,000

Books, Films and Software by \$419

General Supplies by \$434

Board Committee Meetings by \$10,000

Printing by \$396

Miscellaneous by \$1,858

Total Reduction to be \$33,107 (10%)

10. That the Report of the Special Education Advisory Committee be received for information and the following recommendations be approved:

(a) That the Report of the Integration/Accommodation Subcommittee be received for information and the following recommendations be approved:

(i) That accessibility be given consideration in all renovations and building projects, and that appropriate stakeholders be included in the planning process.

(ii) That the Accessibility Report be updated to include current information regarding school accessibility and a map indicating families of schools (i.e. feeder and receiving schools)

(iii) That the Plant Department, in consultation with appropriate Board personnel and organizations represented on SEAC, examine the Barrier Free Design Guidelines of the City of Hamilton when planning future renovations and building projects.

(iv) That, where a student requires special accommodation, the planning process include consultation between the principal, parent, student and other appropriate personnel.

(v) That evacuation and fire safety Operating Procedures be reviewed regularly to include specific evacuation procedures for individual students with disabilities.

(vi) That the need for specific evacuation procedures for individual students with disabilities be included on the Student Information System database.

(vii) That the Student Information System be programmed to gather appropriate data to assist in the transition between schools of students with special physical needs.

ELEMENTARY/SECONDARY

1. That the following recommendations of the Director of Education be approved:

(a) That the following trip requests be approved:

(i) City-Wide Choir, Grades 4-9, Sesquicentennial trip, Ottawa, 1996 06 06-08 (Thursday to Saturday)

(ii) Burkholder Drive, Grades 6-8, Outdoor Education trip, Camp Arowhon, Algonquin Park, 1996 06 11-14 (Tuesday to Friday)

(iii) C.B. Stirling, Grades 2-3, Outdoor Education trip, Canterbury Hill, Ancaster, 1996 06 06-07 (Thursday to Friday)

(iv) C. B. Stirling, Grades 6-8, Ski Trip, Blue Mountain, Collingwood, 1996 02 29 (Thursday).

(v) Chedoke, Grade 8, Ski Trip, Mount St. Louis, Barrie area, 1996 02 29 (Thursday)

(vi) Fernwood Park, Grades 4-5, Outdoor Education trip, Teen Ranch, Orillia, 1996 05 23-24 (Thursday to Friday)

(vii) G.L. Armstrong, Grade 7, History/Geography study, Midland, 1996 06 12-13 (Wednesday to Thursday)

(viii) Memorial, Grades 6-8, Ski Trip, Horseshoe Valley, Barrie area, 1996 03 01 (Friday)

(ix) Memorial, Grades 6-8, Ski Trip, Mount St. Louis/Moonstone, Barrie area, 1996 03 01 (Friday)

(x) Queen Victoria, Grades 4-5, Outdoor Education trip, Teen Ranch, Orillia, 1996 05 23-24 (Thursday to Friday)

(xi) Ridgemount, Grade 5, Outdoor Education Trip, Camp Wanakita Haliburton area, 1996 05 13-15 (Monday to Wednesday)

(xii) Viscount Montgomery, Grades 6-8, Ski Trip, Mount St. Louis/Moonstone, Barrie area, 1996 02 21 (Wednesday)

(xiii) W.H. Ballard, Grades 6-8, Ski Trip, Mount St. Louis/Moonstone, Barrie area, 1996 02 22 (Thursday)

(xiv) W.H. Ballard, Grades 4-5, Outdoor Education trip, Teen Ranch, Orillia, 1996 05 23-24 (Thursday to Friday)

(xv) Sir John A. Macdonald, Grades 9-OAC, Ski Trip, Talisman, Barrie area, 1996 03 01 (Friday)

(xvi) Westdale, Grades 9-10, Basketball Competition, Peterborough, 1996 02 09-10 (Friday to Saturday)

Respectfully submitted

Board Room
1996 02 06

S. HILL
Chairman

**REPORT OF THE
PERSONNEL AND ORGANIZATION COMMITTEE
THIRD REPORT**

Present: Trustees Darby (Chairman), Cunningham, Hicks, Johnston, Korz, Paquin and Stewart.

Also Present: Trustees Bishop, Desmarais, Gage, Hill, Johnstone, Lowe, MacDonald, Mulholland, Orban, Patenaude, Rodgeron and Rogers.

Officials Present: D. Goodridge (Director of Education and Secretary), P. Shewfelt (Superintendent of Financial Services and Treasurer), R. Binns (Superintendent of Human Resources), E. Bond (Superintendent of Program), N. Nicholls (Superintendent of Schools Mountain), M. Quinn (Superintendent of Schools - Lower City), P. Gillie (Superintendent - Administrative and Operational Services), R. Lavoie (Superintendent of Schools - French as a First Language), F. Cooke (Assistant Superintendent of Program), M. Matier (Assistant Superintendent of Schools - Mountain) and S. Thompson (Assistant Superintendent of Schools -Lower City).

The Committee recommends:

GENERAL

1. That the following recommendations of the Superintendent of Human Resources be approved as presented:

1. **PROBATIONARY STAFF APPOINTMENTS** - Nil
2. **PERMANENT STAFF APPOINTMENTS** - Nil
3. **PROMOTIONS** - Nil
4. **INTERNAL APPOINTMENTS** - Nil
5. **TIMETABLE CHANGES** - Nil

6. RETIREMENTS

(a) That the resignation of Ronald Wootton, Unassigned Fireman (Caretaking and Maintenance Staff) for the purpose of retirement, effective 1996 02 29, be accepted with regret and that the Board's gratuity be paid.

7. LEAVING EMPLOYMENT - Nil**8. LEAVES****Leave of Absence**

(a) That the request of Linda Sheppard (Secretary, Clerical and Technical Staff) for a Leave of Absence, effective 1996 02 19 to 1996 08 23, be granted.

Return from Leave of Absence

(a) That Jacqueline Bookal, Assistant Caretaker (Caretaking and Maintenance Staff) be returned from her Leave of Absence, effective 1996 01 29.

9. OTHERS - Nil

* * * * *

2. That the Staffing Report - Full Time Equivalent Positions as of 1996 01 31 be received for information.

3. That the Report on Supply Teacher Usage as of 1995 12 31 be received for information.

4. That the Workers' Compensation Report, Proposed Move to Schedule II be received for information and the following recommendations approved:

(a) That the Hamilton Board of Education transfer to Schedule II retroactive to 1995 01 01 and pay approximately \$799,000.00 to the Workers' Compensation Board (WCB) within the 60-day time requirement.

(b) That the Hamilton Board of Education join the School Board Cooperative Inc. at a cost of approximately \$33,000.00 annually.

(c) That Human Resources staff review with the Finance Department the options of participating in insurance coverage for a catastrophic event (through the School Board Cooperative Inc.).

ELEMENTARY/SECONDARY

1. That the Report of the Committee to Review the Selection Process for Vice-Principals and Principals be received for information and the following recommendations approved:

(a) That the Officials be directed to initiate the Vice-Principal and Principal promotion process adopting the amendments contained within this Report.

(b) That the Vice-Principal and Principal selection process continue to be monitored and updated by the reconstituted Review Committee which now includes Trustee representation and that annual reports be made to the Personnel and Organization Committee.

2. That the following recommendations of the Superintendent of Human Resources be approved as presented:

1. PROBATIONARY STAFF APPOINTMENTS

(a) That the following teachers be re-appointed to the Probationary Staff, effective 1996 03 01, with salary according to the salary schedule:

P. Bruce McLeod (S), 2/6 (2/3 Semester 2)

Mark Sabourin (E)

(b) That Dale Porter be appointed to the Probationary Educational and Lunchroom Assistant Staff as an Educational Assistant (.5), effective 1996 01 08, with wage rate according to the Collective Agreement.

(Contract Compliance)

2. PERMANENT STAFF APPOINTMENTS

(a) That Paul Guagliano (S) be transferred to the Permanent Staff, effective 1996 02 21, with salary according to the salary schedule.

Confirmations

(a) That the following teachers be confirmed in the position stated, effective as shown, with salary according to the salary schedule:

Kathryn Brink (E), Elementary School Vice-Principal, 1996 01 01

John Forbeck (E), Elementary School Principal, 1996 02 21

Patricia Fulton (S), Secondary School Principal, 1996 01 31

Mary Johnson (E), Elementary School Vice-Principal, 1996 02 21

Anne Luxon (E), Elementary School Vice-Principal, 1996 02 21

James Mackrory (E), Elementary School Principal, 1996 01 01

Vesna Pankerichan (S), Head of Department - Languages, 1996 01 31

Linda Woolfrey-Cooper (S), Secondary School Vice-Principal, 1996 01 31

3. PROMOTIONS

(a) (i) That Marilyn Stewart (E) be appointed to the position of Acting Principal of an Elementary School, effective 1996 03 09, with salary according to the salary schedule. **(Replacement)**

(ii) That Adele Rayment (E) be appointed to the temporary position of Vice-Principal of an Elementary School, on an interim basis, effective 1996 03 09, with salary according to the salary schedule.

(iii) That Margaret Young (S) be appointed to the position of Acting Assistant Head of Department (English), effective 1996 03 01, with salary according to the salary schedule.

4. INTERNAL APPOINTMENTS - Nil

5. TIMETABLE CHANGES

(a) That the timetable of Elaine Crawford (S) be increased from 4/6 to 5/6 (2/3 Semester 1 and 3/3 Semester 2), effective 1996 03 01, with salary according to the salary schedule.

6. RETIREMENTS

(a) (i) That the resignations of the following teachers, for the purpose of retirement, effective as shown, be accepted with regret and the Board's gratuity be paid:

Barry R. Britton (S), 1996 02 29

Douglas H. French (S), 1996 08 31
Edward R. Gillis (S), 1996 06 30
Janyce Hadala (E), 1996 06 30
Bruce Hall (S), 1996 06 30
William D. Muirhead (S), 1996 06 30
Audrey Petzold (E), 1996 06 30
Arnold Rawana (S), 1996 06 30
Evelyn Silver (S), 1996 06 30
Elsie J. Thorn (S), 1996 06 30
P. Denis Weston (S), 1996 06 30

(ii) That the retirement of Margaret Roberts (S), effective 1996 01 31, approved at the December Board Meeting, be changed to delete the words " that the Board's gratuity be paid".

7. LEAVING EMPLOYMENT

(b) That the date, 1996 04 19, for Sharon Fisher, Administrative Assistant (Administrative Staff) to leave the employ of the Board, be approved.

8. LEAVES

Leave of Absence

(a) That the requests of the following teachers for a Leave of Absence, effective as shown, be granted:

Louise Booth (E), 1996 03 01 to 1996 08 31
Lori Bourassa (S), 1996 02 01 to 1996 08 31
Cynthia DeSantis (E), 1996 04 01 to 1996 10 04
Nancy Holmes (S), 1996 03 04 to 1996 08 31
Marnie O'Brien (E), 1996 01 15 to 1996 08 31
Anne L. Simpson (S), 1996 03 01 to 1996 08 31
M. Elaine Twigg (E), 1995 10 27 to 1996 08 31

(b) That the requests of the following staff for a Leave of Absence, effective as shown, be granted:

Lois Morin (Library Secretary, Clerical and Technical Staff), 1996 01 01 to 1996 06 30
Carol-Ann Robinson (Library Secretary, Clerical and Technical Staff), 1996 02 12 to 1996 08 16

Leave of Absence - Date Change

(a) That the effective dates of the Leaves of Absence granted to the following teachers at a previous meeting be changed to:

Laurel Karry (S), 1996 01 11 to 1996 08 31

Nancy Koegler (E), 1995 12 15 to 1996 05 31

Leave Extension

(a) That the requests of the following teachers for an extension of their Leaves of Absence, effective as shown, be granted:

Kim Hutt-Taylor (S), 1996 02 01 to 1997 08 31

Kelly Kowalchuk (E), 1996 09 01 to 1997 08 31

Karen Price (E), 1996 02 23 to 1996 04 30

Lisa Reynolds (E), 1996 02 05 to 1996 03 15

Ronald Vine (E), 1996 03 01 to 1996 08 31

(b) That the request of Maxine Lane, Educational Assistant (Educational and Lunchroom Assistant Staff) for an extension of her Leave of Absence, effective 1995 12 11 to 1996 04 30 (.2), be granted.

Return from Leave of Absence

(a) That the following teachers be returned from a Leave of Absence, effective as shown:

Alayne Allan (E), 1996 03 01

Virginia Allega-Di Sanza (E), 1996 02 26

Mavis Brown (E), 1996 01 08 (.5)

Beryl Burgoyne (S), 1996 09 01

Paula D. Gallant (S), 1996 03 04

Donna Mulligan (S), 1996 02 01

Marilyn Murray (E), 1996 01 31

Nancy Niessen (E), 1995 12 08

Carol Oliver (E), 1996 09 01

Melvin C. Oliver (E), 1996 09 01

Beverly Zalec (E), 1996 04 01

(b) That the following staff be returned from a Leave of Absence, effective as shown:

Daniel Horne (Educational Assistant, Educational and Lunchroom Assistant Staff), 1996 02 05

Cindy Wolf (Educational Assistant, Educational and Lunchroom Assistant Staff), 1996 02 01

9. **OTHERS** - Nil

Respectfully submitted

G. DARBY
Chairman

Board Room
1996 02 08

**REPORT OF THE SPECIAL IN-CAMERA
MEETING OF THE OPERATIONS AND FINANCE
COMMITTEE**

Present: Trustees Hill (Chairman), Desmarais, Lowe, MacDonald, Orban and Stewart.

Also Present: Trustees Cunningham, Darby, Hicks, Johnston, Johnstone, Korz, Mulholland, Paquin and Patenaude.

Officials Present: D. W. Goodridge (Director of Education and Secretary) and M. Quinn (Superintendent of Schools - Lower City)

The Committee recommends:

GENERAL

1. That the twenty day suspension of a student in our system be extended until the conclusion of the expulsion hearing by the Board scheduled for 1996 02 29.

Respectfully submitted

S. HILL
Chairman

Board Room
1996 02 15

MINUTES OF THE SPECIAL MEETING OF THE BOARD OF EDUCATION

Board Room
Education Centre
1996 02 19

The Board met.

Present: Trustees Stewart (Chairman), Bishop, Cunningham, Darby, Desmarais, Gage, Hicks, Hill, Johnstone, Korz, Lowe, MacDonald, Mulholland, Orban, Paquin, Rodgeron and Rogers.

Officials Present: P. Shewfelt (Superintendent of Financial Services and Treasurer and Secretary Pro Tem), R. Binns (Superintendent of Human Resources Services), P. Gillie (Superintendent of Administrative and Operational Services), E. Bond (Superintendent of Program), M. Quinn (Superintendent of Schools - Lower City) and F. Cooke (Assistant Superintendent of Program).

The Chairman informed the members that, due to a death in the immediate family, Mr. Goodridge was not able to attend this meeting.

Moved by Mr. Mulholland: That Paul Shewfelt be Secretary Pro Tem. Carried.

Mr. Shewfelt noted that regrets for being unable to attend this evening's meeting were received from Trustees Johnston and Patenaude.

GENERAL

1996 02 23 - Protest Day

During the course of the meeting, the Chairman informed the members that this Special Meeting of the Board was convened at the written request of the following trustees: Trustees Johnstone, Mulholland, Rogers, Orban, Hicks, Desmarais and Stewart. [Reference Rule 9 of the Board's Rules and Regulations.]

The purpose of the meeting was to consider the following motion in response to the "Day of Protest" on Friday, 1996 02 23 as organized by the Ontario Federation of Labour:

Moved by Mr. Stewart, seconded by Mr. Mulholland: That all Board employees be given the opportunity for alternate work arrangements during the week of 1996 02 18 to 1996 02 22 to compensate this Board for Friday, 1996 02 23.

Moved by Mrs. Johnstone, seconded by Mr. Mulholland: That this Special Meeting of the Board resolve into a Committee-of-the-Whole. Carried.

Trustee Cunningham assumed the Chair.

During debate, Trustee Stewart indicated alternate work arrangements would be facilitated between the employee and the supervisor. Members requested that equity of opportunity be assured for all employee groups.

In response to a question, Trustee Stewart noted the motion accommodates those employees who want to join in the protest day or who do not want to be placed in the position of having to cross picket lines but who cannot afford to lose a day's pay.

Moved in amendment by Miss Orban: That all Board employees be given the opportunity for alternative work arrangements to be held on Saturday, 1996 03 02.

In response to a question, Trustee Orban confirmed the intent of the amendment was to close all facilities and have all employees work on 1996 03 02.

During discussion, it was noted that the amendment would require discussions with the Federations and Unions. Those in support of the amendment suggested this arrangement would be easier to manage; those opposed offered that not all employees wanted to join in the protest and pointed to the consensus reached at a Caucus held the previous week that staff who were absent from work on the 23rd would lose a day's pay but that there would be no other reprisals.

Several trustees asked if the Board's facilities were going to be picketed. The officials responded that they have been assured by our employee groups that they will not picket the Board; however, there is no control nor firm information relative to what other labour groups might do.

The change in information since the Caucus was held was noted, particular as it related to safety, with the numbers of people expected to protest and the predicted picketing.

Mr. Binns confirmed that staff in the schools in the centre of the City - Sir John A. Macdonald Secondary and Hess Street and Central Elementary Schools have agreed to meet off-site. The Education Centre staff is working off site as much as possible with a skeletal staff expected to be in the building.

The amendment was put to a vote and was Lost. Those in favour: Trustees Johnstone, Orban, Hill, Cunningham; those opposed: Trustees Stewart, Bishop, Gage, MacDonald, Mulholland, Rogers, Lowe, Hicks, Rodgeron, Desmarais, Paquin and Darby.

Moved in amendment by Mrs. Bishop: That an "s" be added to the word 'week' and the date of 1996 02 22 changed to 1996 03 09.

Trustee Bishop offered the amendment provided the opportunity for each site to determine their course of action as well as extending the amount of time for the "make-up" time.

When it was questioned whether the Board was going to close, Trustee Stewart indicated the motion was neither mandating the day off nor mandating that everyone must come to work.

Following further debate, Trustee Darby called the question and it was Lost.

Those in support of the amendment wanted to provide the choice for employees; those opposed questioned the "bookkeeping" difficulties in tracking attendance and make-up time.

The amendment was put to a recorded vote and was Lost. Those in favour: Trustees Stewart, Bishop, Johnstone, Mulholland, Hicks and Desmarais; those opposed: Trustees Gage, MacDonald, Rogers, Lowe, Orban, Rodgeron, Paquin, Hill, Darby and Cunningham.

Moved in amendment by Mrs. Hill: That all Board employees be given the opportunity to negotiate alternate work arrangements on Easter Monday, 1996 04 08 to compensate this Board for closure on Friday, 1996 02 23.

Mr. Binns clarified that Easter Monday is a Board-declared holiday and not a statutory holiday; therefore, it is possible for the Board to declare it a work day. However, the Board would need to meet with the employee groups to seek agreement for that change and, if obtained, the Ministry of Education would need to be informed.

Moved in amendment to the amendment by Ms. MacDonald: That all Board employees be given the opportunity to negotiate and ratify an alternative work arrangement on one Saturday or on Easter Monday, 1996 04 08 to compensate this Board for closure on Friday, 1996 02 23.

The question on the amendment to the amendment was called and was Carried.

The amendment to the amendment was put to a vote and was Lost.

The question on the amendment was called and was Carried.
The amendment was put to a vote and was Lost.

Moved in amendment by Mr. Gage: That all Board employees be given the opportunity to arrange alternate work arrangements during the week of 1996 02 18 to 1996 02 22 to compensate this Board for their election to take off the day of Friday, 1996 02 23 to join in the protest.

Trustee Darby challenged the Chair accepting the amendment as it was similar to previous amendments. The challenge was sustained.

Prior to calling the vote on the motion, Trustee Cunningham clarified the intent of the motion is that the employee has the opportunity to declare their intent to attend the protest on Friday, 1996 02 23 during the week of 1996 02 18 and make the appropriate arrangements to make up the time.

The motion was put to a recorded vote and was Carried. Those in favour: Trustees Stewart, Bishop, Johnstone, Mulholland, Rogers, Orban, Hicks, Desmarais, Paquin, Darby; those opposed: Trustees MacDonald, Lowe, Rodgeron, Hill and Cunningham.

Moved by Mr. Mulholland: That this Committee-of-the-Whole now be dissolved and return to the Special Meeting of the Board. Carried.

Moved by Mr. Mulholland: That the Board recess for 3 minutes. Carried.

The Board meeting resumed at 22:00 hours.

Moved by Mr. Mulholland, seconded by Mr. Darby: That the Report of the Committee of the Whole be adopted.

Trustees opposed to the motion offered that it only provides for those employees who want to take the 23rd off and does not address any safety issues for those who want to come to work that day. Citing this direction as unfair to the officials who have made plans for this day since agreement was reached in Caucus, they urged trustees to support the Board's original position. Others suggested the motion supported an illegal strike against the Board.

Trustees in support of the motion emphasized that the Board would be compensated for the hours missed by the employees who took advantage of the opportunity - the choice remains with the employee. That the officials did not clearly convey to employees that there would be no further disciplinary action other than the loss of a day's pay, as agreed to at Caucus, was cited as a reason to support the motion.

The motion was put to a recorded vote and was Lost. Those in favour: Trustees Bishop, Mulholland, Orban, Hicks, Darby, Stewart; those opposed: Trustees Cunningham, Gage, MacDonald, Johnstone, Rogers, Lowe, Rodgeron, Paquin, Desmarais and Hill.

Moved by Mr. Darby, seconded by Mr. Mulholland: That all Board employees be given the opportunity to make alternate work arrangements by 1996 02 22 to compensate this Board for Friday, 1996 02 23 and that this time be made up by 1996 02 26.

Trustees opposed to the motion objected to the taxpayer bearing the cost of the protest day; those in support of the motion felt that staff should be allowed flex time and contended that such provisions represents no costs to the taxpayer.

Mr. Binns clarified that the Unions and Federations have been advised that the "Protest Day" is viewed as an illegal strike and therefore vacation, personal leave days and lieu days are not permitted for any employee group.

Mr. Binns confirmed that, if the motion were defeated, employees who are absent on 1996 02 23 will lose a day's pay but that there would no further reprisals.

The motion as put to a recorded vote and was Lost. Those in favour: Trustees Bishop, Johnstone, Mulholland, Orban, Hicks, Darby and Stewart; those opposed: Trustees Cunningham, Gage, MacDonald, Rogers, Lowe, Rodgerson, Paquin, Desmarais and Hill.

Moved by Mr. Gage, seconded by Miss Cunningham: That the Chairman of the Board write a letter to all employees indicating that any employee who takes off the Day of Protest on 1996 02 23 or 24 will suffer only the loss of a day's pay and no reprisals will be taken on those employees. Carried.

The meeting then adjourned.

Adopted as presented.

.....

Chairman

**MINUTES OF THE SPECIAL MEETING OF THE
BOARD OF EDUCATION**

Board Room
Education Centre
1996 02 29

The Board met.

Present: Trustees Stewart (Chairman), Bishop, Cunningham, Desmarais, Gage, Hill, Johnston, Johnstone, Lowe, MacDonald, Orban, Paquin, and Rodgers.

Officials Present: D. W. Goodridge (Director of Education and Secretary), P. Shewfelt (Superintendent of Financial Services and Treasurer), E. Bond (Superintendent of Program), F. Cooke (Assistant Superintendent, Program), M. Matier (Assistant Superintendent of Schools, Mountain) and S. Thompson (Assistant Superintendent of Schools, Lower City).

The Secretary noted that regrets for being unable to attend this evening's meeting were received from Trustees Darby, Hicks, Mulholland, Patenaude and Rogers.

Moved by Mrs. Hill, seconded by Mrs. Bishop: That the General Part of the Report of the Special Meeting of the Operations and Finance Committee be adopted. Carried.

At this point several trustees expressed their concern that the presentations by the public at the Special Operations and Finance Committee meeting held earlier appeared to be predicated on a implementation date in March. While it was one of the dates incorporated in the Budget Analysis Transportation Working Group Report, trustees emphasized that no approval or decision on the report had been made. One trustee wondered if presentations based on speculation/limited information should be allowed; however, the Chairman confirmed that under the Board's rules, the public has the right to request permission to make presentations.

Because of the anxiety within the community, officials were urged to be more proactive relative to public relations and explaining that no decisions have been made regarding any program and that the Board is still awaiting the Ministry's tool kit.

The meeting then adjourned.

Adopted as presented.

.....
Chairman

REPORT OF THE SPECIAL MEETING OF THE OPERATIONS AND FINANCE COMMITTEE

Present: Trustees Hill (Chairman), Desmarais, Lowe, MacDonald, Orban, Rogers and Stewart.

Also Present: Trustees Bishop, Cunningham, Gage, Johnston, Johnstone, Paquin and Rodgerson.

Officials Present: D. Goodridge (Director of Education and Secretary), P. Shewfelt (Superintendent of Finance and Treasurer), E. Bond (Superintendent of Program), M. Matier (Assistant Superintendent of Schools - Mountain), S. Thompson (Assistant Superintendent of Schools - Lower City) and F. Cooke (Assistant Superintendent - Program).

The Committee recommends:

GENERAL

1. That the following Special Report of the Special Education Advisory Committee be approved:

(a) That the following recommendations regarding the Ontario Building Code, Consultation on Amendments be approved:

(i) That the Special Education Advisory Committee write a letter to Premier M. Harris expressing their concerns about the proposed amendments to the Ontario Building Code as outlined in the Back to Basics, A Consultation Paper on the Focus of the Ontario Building Code.

(ii) That the Board consider petitioning other school boards to support the SEAC's letter of concern regarding the proposed amendments to the Ontario Building Code.

Respectfully submitted

S. HILL
Chairman

MINUTES OF THE SPECIAL IN-CAMERA MEETING OF THE BOARD OF EDUCATION

Board Room
Education Centre

The Board met on 1996 03 18 at 18:45 hours.

Present: Trustees Stewart (Chairman), Bishop, Cunningham, Gage, Hicks, Johnston, Johnstone, MacDonald, Mulholland, Orban, Paquin and Rogers.

Officials Present: D. Goodridge (Director of Education and Secretary) and M. Quinn (Superintendent of Schools - Lower City).

The Secretary noted that regrets for being unable to attend this evening's meeting were received from Trustees Desmarais, Hill, Korz, Patenaude and Rodgerson.

GENERAL

Report of the Special In-camera Meeting of the Operations and Finance Committee

Moved by Canon Rogers, seconded by Miss Cunningham: That the General Part of the Report of the Special In-camera Meeting of the Operations and Finance Committee be adopted. Carried.

The meeting recessed for 5 minutes and reconvened at 19:00 hours.

Student Expulsion Hearing

The Chairman stated the purpose of this hearing was to consider a recommendation for the expulsion of a student.

For the record, the Chairman announced the following people in attendance: Trustees Stewart (Chairman), Bishop, Cunningham, Gage, Hicks, Johnston, Johnstone, MacDonald, Mulholland, Orban, Paquin and Rogers; Director and Secretary, D. Goodridge and Superintendent of Schools M. Quinn; the Principal of the school where the student attended, R. Millar as the recording secretary. Also present were the student's parent and a translator.

Superintendent Quinn reviewed the report from administration which detailed the Board's current Expulsion Policy, the incident and the investigation and process followed by the Superintendent and the Principal. In reviewing the reasons for making the recommendation to expel, Superintendent Quinn confirmed that all requirements under Section 23(3) of the Education Act and the Board's Expulsion Policy had been met. The recommendation for expulsion was then read.

Upon conclusion of the presentation by the Superintendent and comments by the parent, the Chairman invited questions for clarification. The Chairman then thanked the officials and asked that the record show the following people left the meeting room: D. Goodridge, M. Quinn and the Principal; the parent and the translator also left.

Following some deliberation, it was moved by Mr. Gage, seconded by Miss Cunningham: That the student be expelled from the Board of Education for the City of Hamilton effective 1996 03 18. Carried.

The following people returned to the Board Room; D. Goodridge, M. Quinn and the Principal; the parent and the translator.

The Chairman read the following motion:

Moved by Mr. Gage, seconded by Miss Cunningham: That the student be expelled from the Board of Education for the City of Hamilton effective 1996 03 18. Carried.

Student Expulsion Hearing

The Chairman stated the purpose of this hearing was to consider a recommendation for the expulsion of a student.

For the record, the Chairman announced the following people in attendance: Trustees Stewart (Chairman), Bishop, Cunningham, Gage, Hicks, Johnston, Johnstone, MacDonald, Mulholland, Orban, Paquin and Rogers; Director and Secretary, D. Goodridge and Superintendent of Schools M. Quinn; the Principal of the school where the student attended; and R. Millar as the recording secretary.

Superintendent Quinn reviewed the report from administration which detailed the Board's current Expulsion Policy, the incident and the investigation and process followed by the Superintendent and the Principal. In reviewing the reasons for making the recommendation to expel, Superintendent Quinn confirmed that all requirements under Section 23(3) of the Education Act and the Board's Expulsion Policy had been met. The recommendation for expulsion was then read.

Upon conclusion of the presentation by the Superintendent and comments by the parent, the Chairman invited questions for clarification. The Chairman then thanked the officials and asked that the record show the following people left the meeting room: D. Goodridge, M. Quinn and the Principal.

Following some deliberation, it was moved by Dr. Johnston, seconded by Mr. Gage: That the student be expelled from the Board of Education for the City of Hamilton effective 1996 03 18. Carried.

The following people returned to the Board Room: Messrs. Goodridge, Quinn and the Principal.

The Chairman read the following motion:

Moved by Dr. Johnston, seconded by Mr. Gage: That the student be expelled from the Board of Education for the City of Hamilton effective 1996 03 18. Carried.

Student Expulsion Hearing

The Chairman stated the purpose of this hearing was to consider a recommendation for the expulsion of a student.

For the record, the Chairman announced the following people in attendance: Trustees Stewart (Chairman), Bishop, Cunningham, Gage, Hicks, Johnston, Johnstone, MacDonald, Mulholland, Orban, Paquin and Rogers; Director and Secretary, D. Goodridge and Superintendent of Schools M. Quinn; the Principal of the school where the student attended; and R. Millar as the recording secretary.

Superintendent Quinn reviewed the report from administration which detailed the Board's current Expulsion Policy, the incident and the investigation and process followed by the Superintendent and the Principal. In reviewing the reasons for making the recommendation to expel, Superintendent Quinn confirmed that all requirements under Section 23(3) of the Education Act and the Board's Expulsion Policy had been met. The recommendation for expulsion was then read.

Upon conclusion of the presentation by the Superintendent and comments by the parent, the Chairman invited questions for clarification. The Chairman then thanked the officials and asked that the record show the following people left the meeting room: D. Goodridge, M. Quinn and the Principal.

Following some deliberation, it was moved by Ms. MacDonald, seconded by Mr. Gage: That the student be expelled from the Board of Education for the City of Hamilton effective 1996 03 18. Carried.

The following people returned to the Board Room: Messrs. Goodridge and Quinn and the principal.

The Chairman read the following motion:

Moved by Ms. MacDonald, seconded by Mr. Gage: That the student be expelled from the Board of Education for the City of Hamilton effective 1996 03 18. Carried.

The meeting then adjourned.

Adopted as presented.

.....
Chairman

**REPORT OF THE SPECIAL
IN-CAMERA MEETING OF THE
OPERATIONS AND FINANCE COMMITTEE**

Present: Trustees Rogers (Chairman Pro Tem), Lowe, MacDonald, Orban and Stewart.

Also Present: Trustees Bishop, Cunningham, Johnston, Johnstone, Mulholland, Paquin and Rogers.

Officials Present: D. W. Goodridge (Director of Education and Secretary) and M. Quinn (Superintendent of Schools - Lower City).

The Committee recommends:

GENERAL

1. That the twenty day suspension of a student in our system be extended until the conclusion of the expulsion hearing by the Board scheduled for 1996 03 21.

Respectfully submitted

**CANON ROGERS
Chairman Pro Tem**

**Board Room
1996 03 18**

MINUTES OF THE BOARD OF EDUCATION

Board Room
Education Centre
1996 03 21

The Board met.

Present: Trustees Stewart (Chairman), Bishop, Cunningham, Darby, Desmarais, Hicks, Hill, Johnston, Johnstone, MacDonald, Mulholland, Orban, Paquin, Patenaude, Rodgeron and Rogers.

Officials Present: D. W. Goodridge (Director of Education and Secretary), P. Shewfelt (Superintendent of Financial Services and Treasurer), E. Bond (Superintendent of Program), R. Binns (Superintendent of Human Resources Services), P. Gillie (Superintendent of Administrative and Operational Services), M. Quinn (Superintendent of Schools - Lower City), N. Nicholls (Superintendent of Schools - Mountain), R. Lavoie (Superintendent of Schools, French as a First Language), F. Cooke (Assistant Superintendent, Program), M. Matier (Assistant Superintendent of Schools, Mountain) and S. Thompson (Assistant Superintendent of Schools, Lower City).

The Secretary noted that regrets for being unable to attend this evening's meeting were received from Trustees Gage, Korz and Lowe.

A moment of silence was observed in the memory of the late Ken McEwen, Mechanical Foreman and employee for 15 years, and Martha McKay, an Educational Assistant and employee for 25 years.

The Chairman presented the Holly Garrett, an elementary school teacher, with the Board's Outstanding Achievement Certificate in recognition of her receiving the Prime Minister's Award for Teaching Excellence in Science, Technology and Mathematics.

The Chairman then called on Anne McNeill, Co-Chair of the Sesquicentennial Celebration Quilt project. In presenting the quilt, Mrs. McNeill detailed many of the highlights in creating and compiling the blocks from over 80 of our schools into the finished project.

Moved by Dr. Johnston, seconded by Ms. MacDonald: That the Celebration Quilt be displayed in the Board of Education offices honouring Hamilton's Sesquicentennial. Carried.

Moved by Miss Cunningham, seconded by Ms. Orban: That the minutes of the last regular meeting of 1996 02 15 and special meetings of 1996 02 19 and 1996 02 29 be approved. Carried.

The Secretary read a note of thanks for the Board's expression of sympathy from the family of Mary Macdonald.. He then drew the members' attention to the correspondence from Randy Smith regarding Provincial cut-backs and a copy of a letter from the Metropolitan Separate School Board to the Minister of Education and Training regarding the reduction in transfer payments.

Moved by Mrs. Bishop, seconded by Miss Cunningham: That the correspondence be received and filed. Carried.

Committee reports were presented as follows:

Program Committee - Mrs. Bishop

Operations and Finance Committee - Mrs. Hill

Personnel and Organization Committee - Mr. Darby

Moved by Mrs. Bishop, seconded by Mr. Mulholland: That the General Part of the Report of the Program Committee be adopted. Carried.

Moved by Mrs. Hill, seconded by Mrs. Johnstone: That the General Part of the Report of the Operations and Finance Committee be adopted. Carried.

Moved by Mr. Darby, seconded by Canon Rogers: That the General Part of the Report of the Personnel and Organization Committee be adopted. Carried.

In pursuance of her Notice of Motion given at the last meeting, it was moved by Ms. Orban, seconded by Mr. Hicks: That the Ontario Public School Boards' Association (O.P.S.B.A.) petition the provincial government to amend its policy for the fiscal year 1996-97 to allow provincial grant savings be credited to the local school board causing the provincial grant savings, and NOT the provincial government.

Moved in amendment by Mr. Mulholland, seconded by Dr. Johnston: That the motion be tabled until an appropriate time for its consideration. Carried.

FRENCH LANGUAGE SECTION

Presentation of Report - Mr. Desmarais

Moved by Mr. Desmarais, seconded by Mr. Paquin: That the Report of the French Language Section be adopted. Carried.

ELEMENTARY/SECONDARY

Moved by Mrs. Bishop, seconded by Ms. MacDonald: That the Elementary/Secondary Part of the Report of the Program Committee be adopted.

Trustee Rodgeron requested that Clause 2. be voted on separately.

Trustee Rodgeron, expressing concern that there be a fair research evaluation of the Peer Mediation Project, it was moved in amendment by Mrs. Rodgeron, seconded by Mrs. Johnstone: That the use of the alternative assessment tools be explored for use in the Board's Middle School Peer Mediation Project.

In response to a question, Mr. Quinn, noting that this research project is in partnership with Chedoke-McMaster Medical Centre, indicated that they are charged with the data collection and evaluation of the project.

Trustees Rodgeron and Johnstone agreed to the friendly amendment to add "in co-operation with Chedoke-McMaster Medical Centre" .

Trustees opposed to the amendment noted that there is agreement among the partners in the research project that an alternate measurement tool will be explored and used suggesting the amendment is redundant.

Trustee Rodgeron offered that without the amendment there is no authority from the Board to prevent the use of the Auchenbach Survey.

The amendment was put to a vote and was Lost.

The remainder of the report was put to a vote and was Carried.

Moved by Mrs. Hill, seconded by Mr. Mulholland: That the Elementary/Secondary Part of the Report of the Operations and Finance Committee be adopted.

At Trustee Stewart's request, Clause 11. was put to a separate vote and was Carried.

The remainder of the report was put to a vote and was Carried.

Trustee Darby questioned the need to reconsider the vote on the amendment to Clause 2. of the Program Report, suggesting its defeat had created logistic problems for the officials.

The Director clarified that the officials do not require a motion to continue to work with Chedoke-McMaster in finding an appropriate measurement tool to continue the study.

The Chairman ruled that reconsideration of the amendment was not necessary.

Moved by Mr. Darby, seconded by Dr. Johnston: That the Elementary/Secondary Part of the Report of the Personnel and Organization Committee be adopted. Carried.

The meeting then adjourned.
Adopted as presented.

.....Chairman

REPORT OF THE FRENCH LANGUAGE SECTION THIRD REPORT

Present: Trustees Desmarais (Chairman), and Paquin.

Official Present: R. C. Lavoie (Superintendent of Schools, French Language).

The French Language Section recommends:

1. That the following recommendations of the Superintendent of Schools, French as a First Language be approved as presented to the members:

A. STAFFING

- 1. Probationary Staff Appointment(s) - Nil**
- 2. Permanent Staff Appointment(s) - Nil**
- 3. Promotion(s) - Nil**
- 4. Internal Appointment(s) - Nil**
- 5. Timetable Change(s) - Nil**
- 6. Retirement(s) - Nil**
- 7. Leaving Employment**

That the date for the following teachers to leave the employ of the Board effective 1996 08 31 be approved:

Lise Beaulac
Clément Bonin
Guy Bultez
Pierrette Cayen
Lesly Dorcé
Denis Evans-Fournier
Natalie Garon-Suzuki
Denise Gauthier
René Gauthier
Ann Gibson
Serge Giguère

François Giroux
Gabrielle Labrosse
Josée Lapierre
Michelle Lapointe
Serge LaRocque
Nathalie Lauzon
Oscar Parent
Rosaire Provencher
Jean-Baptiste Séide
Linda Simeoni
Raynald Trudel

B. OTHERTrip(s)

That the following trip request(s) be approved.

(a) Georges-P.-Vanier, Grades 11 to OAC, North Middlesex, ON, 1996 03 06-08.

(b) Georges-P.-Vanier, Grades 9 to OAC, Whitby, ON, 1996 03 27-29.

(c) Georges-P.-Vanier, Grades 9-OAC, Temagami Wilderness Centre, Temagami, ON, 1996 05 30-31 - 1996 06 01 02.

* * * * *

2. That the News Release from the Ministry of Education and Training dated 1996 02 16 and from the Ontario French Language Trustees' Association (AFCSO) re Summary of recommendations of the Ontario School Board Reduction Task Force be received for information.

3. That the Memorandum from the Ministry of Education and Training dated 1996 02 01 re Royal Assent of Bill 8 be received for information.

4. That the Letter from the Ontario French Language Trustees' Association (AFCSO) dated 1996 01 16 re AFCSO Reaction to Bill 26 be received for information.

5. That the Letter from the "Association des enseignantes et des enseignants franco-ontariens" (AEFO) dated 1996 02 21 re Interpretation of Section 135(1) of the Education Act be received for information.

6. That the Report from the Admissions' Committee be approved and that the following students be admitted to Georges-P.-Vanier Secondary School:

Abdel-Razak Zakaria
Youssef Abderaman-Haggar
Hachim-Mahamat Direy

Respectfully submitted

Committee Room
1996 03 05

JEAN DESMARAIS
Chairman

RAPPORT DE LA SECTION DE LANGUE FRANÇAISE TROISIÈME RAPPORT

Étaient présents : M. Jean Desmarais (président), M. Hubert Paquin (conseiller scolaire).

Administrateur présent : M. R. C. Lavoie (Surintendant des écoles de langue française).

La Section de langue française recommande :

1. que les propositions du Surintendant des écoles de langue française soient approuvées telles que présentées aux membres :

A. DOTATION EN PERSONNEL

1. **Nomination(s) du personnel stagiaire** - Aucune
2. **Nomination(s) du personnel permanent** - Aucune
3. **Promotion(s)** - Aucune
4. **Nomination(s) interne(s)** - Aucune
5. **Changement(s) d'assignation** - Aucun
6. **Retraite(s)** - Aucune
7. **Résiliation(s) d'emploi**

Que la date de quitter l'emploi du Conseil des enseignantes et enseignants mentionnés ci-dessous, à partir du 31 août 1996 soit approuvée:

Lise Beaulac
Clément Bonin
Guy Bultez
Pierrette Cayen
Lesly Dorcé
Denise Evans-Fournier
Natalie Garon-Suzuki
Denise Gauthier
René Gauthier
Ann Gibson
Serge Giguère

François Giroux
Gabrielle Labrosse
Josée Lapierre
Michelle Lapointe
Serge LaRocque
Nathalie Lauzon
Oscar Parent
Rosaire Provencher
Jean-Baptiste Séide
Linda Simeoni
Raynald Trudel

B. AUTRES**Voyages**

Que les demandes de voyage suivantes soient approuvées :

(a) Georges-P.-Vanier, 11e année-CPO, North Middlesex, ON, les 6, 7 et 8 mars 1996. (Tournoi de basket-ball, garçons sr.[OFSAA] - mercredi à vendredi)

(b) Georges-P.-Vanier, 9e année-CPO, Whitby, ON, les 27, 28 et 29 mars 1996. (Tournoi d'improvisation - mercredi à vendredi)

(c) Georges-P.-Vanier, 9e année-CPO, Temagami Wilderness Centre, Temagami, ON, les 30, 31 mai et 1 et 2 juin 1996. (jeudi à dimanche)

* * * * *

2. que les communiqués du ministère de l'Éducation et de la Formation en date du 16 février 1996 et de l'Association française des conseils scolaires de l'Ontario en date du 19 février 1996 : Objet : Sommaire des recommandations du groupe d'étude sur la réduction du nombre de conseils scolaires en Ontario soient reçus à titre d'information.

3. que la note de service du ministère de l'Éducation et de la Formation en date du 2 janvier 1996 : Objet : Sanction royale du projet de loi 8 soit reçue à titre d'information.

4. que la lettre de l'Association française des conseils scolaires de l'Ontario en date du 16 janvier 1996 : Objet : Réaction de l'AFCSSO au projet de loi 26 soit reçue à titre d'information.

5. que la lettre de l'Association des enseignantes et des enseignants franco-ontariens en date du 21 février 1996 : Objet : Interprétation de l'Article 135(1) de la Loi sur l'Éducation soit reçue à titre d'information.

6. que le rapport du comité d'admission soit approuvé et que les élèves ci-dessous mentionnés soient admis à l'École secondaire Georges-P.-Vanier :

Abdel-Razak Zakaria

Youssef Abderaman-Haggar

Hachim-Mahamat Direy

Respectueusement présenté

Salle de comité

le 5 mars 1996

Jean Desmarais

Président

REPORT OF THE PROGRAM COMMITTEE THIRD REPORT

Present: Trustees Bishop (Chairman), Gage, Johnstone, Mulholland, Rodgerson and Stewart.

Also Present: Trustees Cunningham, Desmarais, Hicks, Johnston, Korz, MacDonald, Orban, Paquin and Rogers.

Officials Present: D. Goodridge (Director of Education and Secretary), E. Bond (Superintendent of Program), M. Quinn (Superintendent of Schools - Lower City) and F. Cooke (Assistant Superintendent of Program).

The Committee recommends:

GENERAL

1. That the Correspondence from Stormont, Dundas and Glengarry Board of Education re support of TV/TF Ontario be received and filed.

ELEMENTARY/SECONDARY

1. That the verbal report from the officials re increased pre-service training in music for generalist elementary teacher candidates be received for information and the following recommendation approved:

(a) That the Board not support the mandatory formal instruction in music for all aspiring elementary school teachers.

2. That the Report re Peer Mediation Middle School Project and the Achenbach Student Survey be received for information.

Respectfully submitted

Board Room
1996 03 07

J. BISHOP
Chairman

**REPORT OF THE
PERSONNEL AND ORGANIZATION COMMITTEE
FOURTH REPORT**

Present: Trustees Darby (Chairman), Cunningham, Hicks, Johnston, Korz, Paquin and Stewart.

Also Present: Trustees Bishop, Desmarais, Gage, Lowe, MacDonald, Mulholland, Orban, Rodgerson and Rogers.

Officials Present: D. Goodridge (Director of Education and Secretary), R. Binns (Superintendent of Human Resources), P. Shewfelt (Superintendent of Financial Services and Treasurer), P. Gillie (Superintendent - Administrative and Operational Services), N. Nicholls (Superintendent of Schools - Mountain), M. Quinn (Superintendent of Schools - Lower City) and M. Matier (Assistant Superintendent of Schools - Mountain).

The Committee recommends:

GENERAL

1. That the following recommendations of the Superintendent of Human Resources be approved as presented:

1. PROBATIONARY STAFF APPOINTMENTS - Nil

2. PERMANENT STAFF APPOINTMENTS
Confirmation

(a) That Dianne Husack be confirmed in the position of Senior Speech/Language Pathologist (Administrative Staff), effective 1996 02 01, with salary according to the salary schedule.

3. PROMOTIONS - Nil

4. INTERNAL APPOINTMENTS - Nil

5. TIMETABLE CHANGES - Nil

6. RETIREMENTS

(a) That the resignation of Alina Jones (Cleaner, Cleaning Staff) for the purpose of retirement, effective 1996 03 31, be accepted with regret and that the Board's gratuity be paid.

7. LEAVING EMPLOYMENT

(a) That the dates for the following staff to leave the employ of the Board be approved:

James Male (Cleaner, Cleaning Staff), 1996 02 12

Keith Seguin (Staff Assistant - Electrical, Administrative Staff),
1996 03 01

8. LEAVES**Leave of Absence - Date Change**

(a) That the effective dates of the Leave of Absence granted to Linda Sheppard (Secretary, Clerical and Technical Staff) at a previous meeting be changed to 1996 02 14 to 1996 08 21.

Leave Extension

(a) That the request of Ingrid Scott (Head Librarian, Administrative Staff) for an extension of her Leave of Absence, effective 1996 04 11 to 1997 04 11, be granted.

Return from a Leave of Absence

(a) That the following staff be returned from their Leaves of Absence, effective as shown:

Kerry Fliss (Secretary, Clerical and Technical Staff), 1996 02 12

Dilys McIlveen (Cleaner, Cleaning Staff), 1996 02 12

9. OTHERS - Nil

* * * * *

2. That the Staffing Report - Full Time Equivalent Positions as of 1996 02 29 be received for information.

3. That the Report on Supply Teacher Usage as of 1996 01 31 be received for information.

4. That the Report on Substitute Cleaner/Casual Assistance Usage as of 1996 01 31 be received for information.

5. That the 1995 and 1996 Temporary Assistance Expenditures Report be received for information.

ELEMENTARY/SECONDARY

1. That the following recommendations of the Superintendent of Human Resources be approved as presented:

1. PROBATIONARY STAFF APPOINTMENTS

(b) That the following staff be appointed to the Probationary staff in the positions stated, effective as shown, with salary according to the salary schedule:

Patricia Gallo, Attendance Clerk (Secondary School Clerical and Secretarial Staff), 1996 03 25

(Replacement)

Allan Mills, Educational Assistant (Educational and Lunchroom Assistant Staff), 1996 02 12

(Contract Compliance)

2. PERMANENT STAFF APPOINTMENTS

(a) That Kristi Downs (E), be recalled and appointed to the Permanent Staff, effective 1996 03 01, with salary according to the salary schedule. (Replacement)

3. PROMOTIONS - Nil

4. INTERNAL APPOINTMENTS - Nil

5. TIMETABLE CHANGES

(a) (i) That the timetable of Kathryn Duguay (S) be increased from 5/6 to 6/6 (3/3 Semester 1 and Semester 2), effective 1996 02 01 to further notice, with salary according to the salary schedule. (Replacement)

(ii) That the timetable increase for Elaine Crawford (S), approved at a previous meeting, be changed to read "from 5/6 to 6/6 (3/3 Semester 1 and Semester 2), effective 1996 03 01, with salary according to the salary schedule. (Replacement)

6. RETIREMENTS

(a) (i) That the resignations of the following teachers, for the purpose of retirement, effective as shown, be accepted with regret and that the Board's gratuity be paid:

Margaret Anderson (E), 1996 06 30

William Clark (S), 1996 06 30

Mark Collington (S), 1996 06 30

Boris Dusanowsky (S), 1996 06 30

I. George Fischer (S), 1996 06 30

Gary P. Gerth (S), 1996 06 30

Mary Gledhill (E), 1996 06 30

Gerald Hagen (S) 1996 06 30

Lily Hewins (E), 1996 06 30

John C. Hill (S), 1996 04 30

Michi Koike (E), 1996 06 30

Victor Lepp (E), 1996 06 30

J. Sharon Mitchell (S), 1996 06 30

Walter Moir (E), 1996 06 30

Janet M. Norris (E), 1996 06 30

David Rutter (S), 1996 08 31

Arthur Shore (S), 1996 06 30

(ii) That the resignations of the following teachers for the purpose of retirement, effective as shown, be accepted with regret:

Lyn Baillie (S), 1996 03 15

Anne Marie Marion (E), 1996 06 30

Linda Redfearn (E), 1996 06 30

7. LEAVING EMPLOYMENT

(a) That the date, 1996 08 31, for the following teachers to leave the employ of the Board, be approved:

Jeremy Abrahams (S)	Marilyn Brown (S)
Patricia Adam (E)	Paul Brown (S)
Bruce Adams (E)	Robert Bukvic (S)
Zaitoon Adatia (S)	J. Ian Calderwood (S)
Arlene Albrich (S)	Stewart Cameron (E)
Tracy Allan (E)	Cynthia Campanella (E)
Judith Ambrose (E)	Chantel Campbell (E)
David Andrus (S)	Rose Cantagalli (E)
Mary Arnold (S)	Julie Capretta (E)
Biljana Arsovic-Filice (E)	Rhonda Chaimovitz (E)
Maureen Ash (S)	William Challis (S)
Tracey Austin (S)	Helen Charalambopoulos (S)
Joseph Bajkor (S)	Arlene Charters (E)
Natalie Bastow (E)	Lesley Chiasson (E)
Philip Beard (S)	Trevor Chiasson (E)
Terrence Beaupre (S)	Kawong Chung-Shipman (E)
Josee Bergeron-Scibetta (E)	Sharron Ciannavei (E)
Mark Berneche (E)	Gordon Cillis (S)
Theresa Bernhardt (E)	Adrienne Cimba (E)
Lorenzo Binotto (S)	Peter Cipriani (S)
Erin Birch-Jones (E)	Karen Ciprietti (S)
Douglas Bishop (S)	Heather Clark (E)
Katherine Black (E)	Joni Clark (S)
Colleen Blacklock (E)	Jennifer Clayton (E)
John Blackmore (S)	Jane Clouston (S)
Annette Bodo (E)	Carrie Collins (S)
Sandra Bonbled (E)	Kim Compton (E)
Lisa Borkovich (S)	Theodore Connor (S)
Lori Bourassa (S)	Assunta Consoli (S)
John Bradley (S)	William Constable (E)
Sharon Bray (S)	Suzanne Contant (E)
Peter Brent (S)	Bruce Cooke (S)
Catherine Bresnahan (E)	Glenn Cooke (S)
Virginia Brisbin (S)	Nancy E. Cooper (E)
Richard Brooks (S)	Nancy M. Cooper (E)
Glen Brown (E)	Isabel Copeland (S)
Lisa Brown (E)	Kathryn Cornett (E)

Rita Corsini (E)
Glenn Corriveau (E)
Susanna Costa-Popovich (E)
Angelo Costanzo (S)
Leslie Cramer (S)
Louise Creaghan (S)
Sharon Crechiola (E)
Susan Crossgrove (E)
Brenda Csardos (S)
Arthur Cseresnyes (S)
Mark Cuicani (E)
Angela Cutulle (E)
Francoise Cyr (E)
Silvia D'Agruma (S)
Paul Daignault (S)
Franciska Daines (E)
Eirlys Davies (E)
Donna Day (E)
Ghislaine Dean (S)
Jyoti DeHaan (S)
Sandra Della Maestra (S)
Jane DeRoo (E)
Carol Desoer (E)
Gary Deveau (S)
Jaimie Dianda (E)
Joan DiBerardo (S)
Rita DiCenzo (S)
Sandra DiFelice (E)
Frances Dilorio (S)
Kathryn Dilar (S)
Nicolino DiLeo (S)
Laura DiMatteo (E)
Nishat Din (S)
Darlene Disalvia (E)
Kristi Downs (E)
Suzanne Dube (S)
Norma Ducau (S)
Kathryne Duguay (S)
Stephen Dunn (S)
Caryl Durst (S)
Elysia Dywan (S)

Hans Eckart (S)
Mary Elliott (E)
Michael Elmer (E)
Catherine Erb (E)
Michele Fairfield (S)
Jeannine Falasca (S)
Michelle Fawcett (E)
Deborah Finn-Flaherty (E)
Margaret Fong (E)
Donna Fortman (E)
Leslie Francey (E)
Sylvie Francis (E)
Barbara Fraser (S)
Robert Fraser (S)
John Fredette (S)
Randall Gallant (S)
Eleanor Gallagher (S)
Richard Gallo (S)
Norine Galvin (S)
William Gemmill (E)
Paul Giacomelli (E)
Irene Gibb (E)
Paul Girard (S)
Edward Gondar (E)
Cynthia Goodridge (E)
Lynette Gossen (E)
Kelly Grace (E)
Loriann Graff (E)
Brian Greig (S)
Alisa Greve (E)
Paul Guagliano (S)
Sonya Gusenbauer (E)
Dorothy Haartman (E)
Mark Hadala (E)
Denise Hagger (S)
Wesley Hahn (E)
Mark Hamill (S)
Kenneth Hammond (E)
James Hand (S)
Lucy-Jane Hannaford (S)
Thomas Harber (S)

Clare Hargreaves (S)	Ivan Kocmarek (S)
Donald Harman (S)	Kathryn Kohler (E)
David Harper (E)	Karen Koop (E)
John Hashimoto (E)	Janice Kovar (S)
Lois Haslett (E)	Kelly Kowalchuk (E)
Kelly Hayes (E)	John Kozolanka (E)
Laura Helt (E)	Deborah Lynn Krusto (E)
Christopher Heron (E)	Victoria Kudrenski (S)
Virginia Hewick (E)	Sandra LaMantia (E)
Gary Hewitt (E)	Cynthia Lea (E)
Nancy Hill (E)	Stephen Lees (S)
Paul Hitchcock (S)	Sandra Levy (E)
Douglas Ho (E)	Maelly Lew (S)
Klaus Hoeg (S)	Heather Lewis (S)
Nancy Holmes (S)	Patricia Loney (S)
Sandra Holmes (S)	Joanne Lovell (E)
Jennifer Holmes-Dziuba (E)	Valerie Lowrey (E)
Lauren Howard (E)	Christine Ludkin (E)
Jean Hughes (S)	Betty Lukey (S)
William Hutchinson (E)	Melinda Lula (S)
Kim Hutt-Taylor (S)	Jeannine MacIsaac (S)
Dean Huyck (S)	Donna Mackenzie (S)
Wayne Inglehart (S)	Richard MacKinnon (S)
Graig Ireland (E)	Jeffrey Mackness (S)
Susan Jackson-Bosher (E)	Catherine Magowan (E)
Constance Jain (E)	Dee Maharajh (E)
Stephen James (E)	Janice Maikawa (S)
Patricia Jerome (E)	Barbara Maniel (E)
Jacqueline Johnson (E)	Marvin Marcinko-Kuehn (S)
Katherine Joynt (S)	Wendy Martin (E)
Betty Kalafatis (E)	Joan Massey (S)
Heather Kane (E)	Kathryn Maudsley (E)
George Karambelas (S)	Robert Maudsley (E)
Laurel Karry (S)	Joseph May (S)
Andrea Kay (E)	Lisa May (S)
Debra Kerr Pendlebury (E)	Hermon Mayers (E)
Jennifer Kerr-Dittrich (E)	Keith Mayner (E)
Bonnie Kinal (E)	Deborah McAlpine (S)
Paul Kislinsky (S)	Catherine McCluskey (E)
George Knill (S)	Jennifer McConnell (S)
Doreen Knowles (S)	Sandra McCormick (E)

Patricia McCulloch (S)
Janine McCullough (S)
Patricia McEachren (S)
Darlene McFadden-Hart (S)
Rodney McHaffie (E)
Barbara McIlveen (S)
Darlene McIlveen (S)
Neil McIlveen (S)
Margaret McInerney (S)
Susan McKague (S)
Patrick McKenna (E)
P. Bruce McLeod (S)
Robert McManus (E)
Karen McPhee (E)
Melanie McPherson (E)
Elizabeth McQueen (S)
Brian McVittie (E)
Alice Mendelsohn (E)
Dianne Merriam (S)
Margaret Mete (E)
Mark Miculan (S)
Angela Middaugh (S)
Angela Migliore (E)
Penelope Mitton (E)
Tom Mlekuz (S)
Heather Moffat (S)
Carol Moffatt (E)
Kathleen Moir (E)
Allison Montgomery (E)
Marlo Moore (E)
Jeffrey Moore (S)
Monica Moran (E)
Reece Morgan (S)
Louise Morissey (S)
Mary-Margaret Morris (E)
Kathleen Morris (S)
Susan Morrone (E)
Cherylin Moses (E)
Mark Moses (E)
Barbara Moskaluk (E)
Gregory Motolanez (E)

Catherine Munro (S)
Eileen Murgatroyd (S)
Jane Murray (S)
Karen Must (E)
Norah Navin (S)
Joanne Nicholls (S)
John Niessen (S)
Tessa Nieuwenhuis (S)
Diane Nishizaki (E)
Gary Nolan (S)
Mahida Nolan (S)
Dale Obermeyer (E)
Lorraine Oliver (E)
Tara Opie (E)
Donald Orsi (S)
Rose Orta (S)
Michelle Paquette (E)
Sandra Patterson (E)
Nancy Peirce (E)
Judith Penner (E)
Roberta Pentland (S)
Clodette Perri (S)
Theodosia Perry (E)
Maria Persichini (S)
Cynthia Philip (E)
Richard Piet (S)
Roseli Pietrantonio (E)
Kelly Pike (S)
Elaine Pilgrim-Susi (E)
Corie Pillinini (S)
James Pirrie (S)
Margaret Plant (E)
Brian Playfair (E)
Heinz Plessl (S)
Lynda Pollock (E)
James Poot (S)
Michael Popek (E)
Stephen Potter (S)
Donna Prystie (S)
Nancy Psarakis (E)
Ruth Purdy (S)

Michelyn Putignano (S)
Sharon Rattray (E)
Lisa Read (E)
Scott Read (E)
Ene Readyhough (S)
Janice Reese (S)
Mark Reese (S)
Wendy Reeson (E)
Maureen Reid (E)
Lisa Reynolds (E)
Suzanne Rich (E)
Deanna Richardson (E)
Marguerite Richer (E)
Anita Ridderstap (E)
Maria Rikic-McCarthy (S)
Maryann Rimac (E)
Heidemarie Rinas (S)
Gregory Rodgers (E)
Susan Rodgers (E)
Brad Rogers (E)
Antonietta Romano (E)
Sharon Roth (S)
Delores Ruff (S)
Patricia Rybski (S)
Irene Sabat (S)
Mark Sabourin (E)
Cherilyn Salciccioli (E)
Tanya Sanders (E)
Aleida Sanderson-Bagchus (S)
Nadine Sands (E)
Lisa Sanelli (E)
Lisa Savage (E)
John Scarcelli (S)
Adele Schiedel (S)
Cynthia Schien (E)
Catherine Schnarr (E)
Paula Scott (S)
Racheline Seidelman (E)
Keitha Seneco (S)
Theresa Sgambato (S)
Jody Shaboluk (S)

Susan Shaker (S)
Eileen Shannon (S)
Elizabeth Sharples (E)
Anne Simpson (S)
Mark Simpson (E)
Scott Sincerbox (E)
Carol Sindall (E)
Gail Slater (E)
Deborah Smith (E)
Kenneth Smith (S)
Linda Smith (S)
Lynsey Sober (S)
Mary Sobota (E)
Mark Spera (S)
Marion Spino (S)
Robert Spree (S)
Patricia Squire (E)
Kristina Stasiulis (S)
Sharon Stephanian (S)
Elaine Stewart (E)
Edward Stodulka (E)
Aleksandar Stosich (S)
Nanci-Jane Stringer (E)
Martin Strobl (S)
Augustina Sturgess (E)
Kasturie Surat (S)
Joan Sybersma (E)
John-Paul Szarak (S)
Paul Szczyry (E)
Donna Talbot (E)
Tara Tandan (S)
Madeleine Tanglao-Dwyer (E)
Carol Taylor (S)
Wayne Teicht (S)
David Thierry (E)
J. Larry Thomas (E)
Jeffrey Thomas (S)
Graham Timms (S)
Janice Tomlinson (E)
Annette Tonogai (S)
Pieter Toth (S)

Steven Toth (S)	Ernst Weinhardt (S)
Jacqueline Trapp (E)	Robert Weiss (S)
Kathryn Tuite (E)	Penny White (E)
Sharon Turner (E)	Timothy White (E)
Fiona Valiquette (E)	Scott Whittington (E)
Kim Vallentin (E)	John Whitwell (S)
Wendy VandenBurg (E)	Lois Wichman (E)
Abe Vander Laan (E)	Evelyn Wilkie (S)
Beata Vertes (S)	Sidney Willford (S)
Michelle Visca-Facciuolo (S)	Gail Williams (S)
Paul Vukosa (S)	Kenneth Williams (E)
Darlene Wall (S)	Anne-Marie Wilson (S)
Catharine Wallace (E)	Janet Wolfe (E)
Susan Ward (E)	Brenda Wood-Martin (E)
Julie Warriner (E)	Barbara Wynn-Jones (E)
R. Kim Watt (E)	Radia Younes (S)
John Weare (E)	Sonia Zolis (E)
Catherine Webster (E)	

33 Probationary + 195 Permanent = 228 Elementary Terminations

11 Probationary + 198 Permanent = 209 Secondary Terminations

8. LEAVES

Leave of Absence

(a) That the requests of the following teachers for a Leave of Absence, effective as shown, be granted:

Kawong Chung-Shipman (E), 1996 03 01 to 1996 08 31

Caryl Durst (S), 1996 04 08 to 1996 08 31

Susan Garlough (E), 1996 03 18 to 1996 08 31

William Gemmill (E), 1996 03 18 to 1996 08 31

Debra Ann Kerr-Pendlebury (E), 1996 06 03 to 1996 08 31

Janice Kovar (S), 1996 05 13 to 1996 08 31

Sandra McCormick (E), 1996 05 06 to 1996 08 31

Susan Morrone (E), 1996 03 25 to 1996 08 31

Ian Waltenbery (E), 1996 01 30

Leave of Absence - Date Change

(a) That the effective dates of the Leave of Absence granted to Anna Gusenbauer (E) at a previous meeting be changed to 1996 01 09 to 1996 05 06.

Leave Extension

(a) That the requests of the following teachers for an extension of their Leaves of Absence, effective as shown, be granted:

Kathryn Archer (E), 1996 09 01 to 1997 08 31

Cindy Cosentino (E), 1996 03 25 to 1996 08 31

Frances DiIorio (S), 1996 04 01 to 1996 06 07

Michelle A. Fawcett (E), 1996 03 12 to 1996 03 29

Return from Leave of Absence

(a) That the following teachers be returned from their Leaves of Absence, effective as shown:

Lesley Chiasson (E), 1996 03 04

Brenda J. D'Agostino (E), 1996 04 01

Marnie O'Brien (E), 1996 09 01

Lisa Reynolds (E), 1996 03 18

Heidemarie Rinas (S), 1996 03 18

Joyce Schumacher (E), 1996 09 01

9. OTHERS - Nil

Respectfully submitted

Board Room
1996 03 05

G. DARBY
Chairman

**REPORT OF THE
OPERATIONS AND FINANCE COMMITTEE
THIRD REPORT**

Present: Trustees Hill (Chairman), Desmarais, MacDonald, Orban, Rogers and Stewart.

Also Present: Trustees Bishop, Cunningham, Darby, Gage, Hicks, Johnston, Johnstone, Mulholland and Paquin.

Officials Present: D. Goodridge (Director of Education and Secretary), P. Shewfelt (Superintendent of Financial Services and Treasurer), E. Bond (Superintendent of Program), R. Binns (Superintendent of Human Resources), P. Gillie (Superintendent - Administrative and Operational Services), M. Quinn (Superintendent of Schools - Lower City), N. Nicholls (Superintendent of Schools - Mountain), M. Matier (Assistant Superintendent of Schools - Mountain), S. Thompson (Assistant Superintendent of Schools - Lower City) and F. Cooke (Assistant Superintendent - Program).

The Committee recommends:

GENERAL

1. That no action be taken on the presentation by Recycling Pickup Services.

2. That the School Council Update be received for information.

3. That the Report from the Officials regarding Severance - Mohawk Trail School and Museum be received for information and the following recommendations be approved:

(a) That Mohawk Trail School, Museum and site be declared surplus to the Board's needs and be sold in accordance with Ministry regulations with the understanding that the Board will not require additional accommodation to replace Mohawk Trail School in this attendance area within ten years of the date of disposal. The funds realized from the sale be placed in Capital Reserves and

(b) That the sale of Mohawk Trail School, Museum and site be conditional upon the Board securing

(i) a land severance on the site, acceptable to the City's Planning Department, whereby the Mohawk Museum would remain under the control and ownership of the Board OR

(ii) a formal agreement with the purchaser, whereby property ownership would be with the purchaser and that the museum would be preserved to operate as such.

4. That the Report from the Officials re Correspondence from the Gourley Park Community Association be received for information and the following recommendations be approved:

(a) The Board support the request for a meeting of all partners as soon as possible before June, 1996.

(b) The Board support the concept of objectives "a, b, and d", subject to the required drawings being provided, receipt of a formal request from the City and Gourley Park Community Association, and at no cost to the Board.

5. That the following recommendation contained in the Report from the Officials re Gourley Park Community Association be tabled:

(a) The Board not support objective "c", the installation of a P.A. system.

6. That the Budget Presentation Report be received for information.

7. That the following Report of the Budget Analysis Committee be tabled:

(a) That the verbal update on Outsourcing be received for information and the following motions approved:

(i) That no further action be taken on the outsourcing of Health and Safety for the year 1996 and that investigation still continue with sharing of ideas and resources within this area with Mohawk College, McMaster University, the City, Region and other Boards.

(ii) That no further action be taken on the outsourcing of Cleaning Services.

(iii) That no further action be taken on the outsourcing of Adjustment Services.

8. That the Report re Approval of Tender for Renovations - Hill Park Secondary School - Phase III be received for information and the following recommendations be approved:

(a) That a contract be awarded to Derbtile Construction Inc. in the amount of \$1,473,307.

(b) That funds for this project be provided in the amount of \$1,825,500.

(c) In accordance with Ontario Regulation 265/94, the Superintendent of Financial Services and Treasurer has updated the Debt and Financial Obligation Limit of the Board, using current interest rates, and has determined that the estimated annual amount payable in each year in respect of this project would not cause the Board to exceed the updated Limit.

That pursuant to the provisions of Part IX, Section, 235, subsection 1, of the 1995 Education Act, the Superintendent of Financial Services and Treasurer be authorized to make application to the Council of the Regional Municipality of Hamilton Wentworth for the issue and sale of debentures on the credit of said Regional Municipality in the amount of \$1,825,500 with repayment term not to exceed twenty (20) years and that the appropriate By-Law for the said purpose to be passed by the Council of the said Regional Municipality.

9. That the Correspondence from the Ontario Public School Boards' Association re resolutions pertaining to the provincial government's \$400 million cut to education in 1996 be received and filed.

10. That the following Report of the Special Education Advisory Committee be approved:

(a) That the Budget Analysis Working Group Report re Transportation be received for information and the following recommendation approved:

(i) That the Special Education Advisory Committee support the exploration of alternatives to the transportation issues at hand and request the Board to delay the implementation of any transportation changes affecting Special Education until September, 1996.

11. That the Correspondence from the Dufferin County Board of Education regarding Legislation Prohibiting Smoking on School Board Property be received and filed.

ELEMENTARY/SECONDARY

1. That the following recommendations of the Director of Education be approved:

(a) That the following trip requests be approved:

(i) Cardinal Heights, Grade 8, History Trip, Ottawa, 1996 05 22-24 (Wednesday to Friday)

(ii) C. B. Stirling, Grades 6-8, Outdoor Education, Camp Wanakita, Haliburton Area, 1996 06 05-07 (Wednesday to Friday)

(iii) Central, Grade 5, Outdoor Education, Crieff Hills, Puslinch, 1996 06 20-21 (Thursday to Friday)

(iv) Dalewood, Grade 6, Outdoor Education, Canterbury Hills, Ancaster, 1996 05 27-28 (Monday to Tuesday)

(v) Dalewood, Grade 6, Outdoor Education, Canterbury Hills, Ancaster, 1996 05 29-30 (Wednesday to Thursday)

(vi) Glen Brae, Grade 8, Outdoor Education, Olympia Sports Camp, Huntsville, 1996 05 21-24 (Tuesday to Friday)

(vii) Hess Street, Grade 5 and 6, Outdoor Education, Valen's Conservation, 1996 06 12-14 (Wednesday to Friday)

(viii) Highview, Grade 8, Outdoor Education, Kilcoo Camp, Haliburton, 1995 05 28-06 01 (Tuesday to Saturday)

(ix) Pauline Johnson, Grade 5, Outdoor Education, Camp Nemo, Burlington, 1996 06 19-20 (Wednesday to Thursday)

(x) Ryerson, Grade 7, Outdoor Education, Camp Wanikita, Haliburton, 1996 05 15-17 (Wednesday to Friday)

(xi) Ryerson, Grade 8, Outdoor Education, Camp Kilcoo, Haliburton, 1996 05 7-10 (Tuesday to Friday)

(xii) Viscount Montgomery, Grade 7, History Trip, Ottawa, 1996 05 29-31 (Wednesday to Friday)

(xiii) Viscount Montgomery, Grade 8, Outdoor Education, Camp Kilcoo, Haliburton, 1996 05 21-25 (Tuesday to Saturday)

(xiv) Viscount Montgomery, Developmentally Delayed, Camp Ambassador, Owen Sound, 1996 06 19-21 (Wednesday to Friday)

(xv) Westview, Grade 8, History Trip, Ottawa, 1996 06 11-14 (Tuesday to Friday)

(xvi) Sir Allan MacNab, Grades 11 and 12, Albright-Knox Gallery, Buffalo, N.Y., U.S.A., 1996 04 30 (Tuesday)

(xvii) Sir Allan MacNab, Grades 10 and 11, Albright-Knox Gallery, Buffalo, N.Y., U.S.A. 1996 05 30 (Thursday)

(xviii) Sir Allan MacNab, Grades 10-OAC, Band Trip, Chatham, 1996 05 2-4 (Thursday to Saturday)

(xix) Westdale, Grades 9-OAC, Music Festival, Boston, Mass. U.S.A., 1996 04 26-29 (Friday to Monday)

(xx) Westmount, Grades 9-OAC, Music Festival, Toronto,
1996 05 23-26 (Thursday to Sunday)

(xxi) Westmount, Grades 12-OAC, Thousand Island
Invitational Track Meet, Brockville, 1996 05 10-11 (Friday to
Saturday)

(xxii) Westmount, Grades 9-OAC, Queen's Park, Toronto,
1996 05 23-24 (Thursday to Friday)

(xxiii) Barton, Orienteering Club, Orienteering
Championships, Gettysburg, P.A., U.S.A., 1996 04 12-14 (Friday to
Sunday)

Respectfully submitted

Board Room
1996 03 19

S. HILL
Chairman

MINUTES OF THE SPECIAL IN-CAMERA MEETING OF THE BOARD OF EDUCATION

Board Room
Education Centre

The Board met on 1996 03 26 at 18:30 hours.

Present: Trustees Stewart (Chairman), Bishop, Cunningham, Desmarais, Hicks, Hill, Johnstone, MacDonald, Orban, Paquin and Rogers.

Officials Present: D. Goodridge (Director of Education and Secretary) and M. Quinn (Superintendent of Schools - Lower City).

The Secretary noted that regrets for being unable to attend this evening's meeting were received from Trustees Johnston, Lowe, Korz, Rodgers, Gage and Darby.

GENERAL

Student Expulsion Hearing

The Chairman stated the purpose of this hearing was to consider a recommendation for the expulsion of a student.

For the record, the Chairman announced the following people in attendance: Trustees Stewart (Chairman), Bishop, Cunningham, Desmarais, Hicks, Hill, Johnstone, MacDonald, Orban, Paquin and Rogers. Director and Secretary, D. Goodridge; Superintendent of Schools M. Quinn; the Principal of the school where the student attended; W. Kenny and R. Keele, Solicitors; D. LeBlanc, Chartered Shorthand Reporter; R. Millar, Assistant to the Secretary. Also present were the student's parent and the student.

Superintendent Quinn reviewed the report from administration which detailed the Board's current Expulsion Policy, the incident and the investigation and process followed by the Superintendent and the Principal. In reviewing the reasons for making the recommendation to expel, Superintendent Quinn confirmed that all requirements under Section 23(3) of the Education Act and the Board's Expulsion Policy had been met. The recommendation for expulsion was then read.

The meeting recessed for a brief period and reconvened at 19:25 hours.

Upon conclusion of the presentation by the Superintendent and comments by the parent, the Chairman invited questions for clarification. The Chairman then thanked the officials and asked that the record show the following people left the meeting room: D. Goodridge, M. Quinn, the Principal and Mr. Keele; the parent and the student also left.

Following some deliberation, it was moved by Mrs. Hill, seconded by Miss Cunningham: That the student be expelled from the Board of Education for the City of Hamilton effective 1996 03 26. Carried.

The following people returned to the Board Room; D. Goodridge, M. Quinn, the Principal and Mr. Keele; the parent and the student.

The Chairman read the following motion:

Moved by Mrs. Hill, seconded by Miss Cunningham: That the student be expelled from the Board of Education for the City of Hamilton effective 1996 03 26. Carried.

The meeting then adjourned.

Adopted as presented.

.....
Chairman

MINUTES OF THE BOARD OF EDUCATION

Board Room
Education Centre
1996 04 18

The Board met.

Present: Trustees Stewart (Chairman), Bishop, Cunningham, Darby, Desmarais, Hicks, Hill, Johnstone, Korz, MacDonald, Mulholland, Orban, Paquin, Patenaude and Rogers.

Officials Present: D. W. Goodridge (Director of Education and Secretary), P. Shewfelt (Superintendent of Financial Services and Treasurer), E. Bond (Superintendent of Program), R. Binns (Superintendent of Human Resources Services), P. Gillie (Superintendent of Administrative and Operational Services), M. Quinn (Superintendent of Schools - Lower City), R. Lavoie (Superintendent of Schools, French as a First Language), F. Cooke (Assistant Superintendent, Program), M. Matier (Assistant Superintendent of Schools, Mountain) and S. Thompson (Assistant Superintendent of Schools, Lower City).

The Secretary noted that regrets for being unable to attend this evening's meeting were received from Trustees Lowe, Johnston and Rodgers.

A moment of silence was observed in the memory of the late Ken Sindrey, a teacher and employee of the Board for 23 years.

Moved by Miss Cunningham, seconded by Ms. Orban: That the minutes of the last regular meeting of 1996 03 21 and special meetings of 1996 03 18 and 1996 03 26 be approved. Carried.

Moved by Mrs. Hill, seconded by Mr. Darby: That the Board meeting recess to permit the continuation of the Special Meeting of the Operations and Finance Committee. Carried.

The Board meeting reconvened at 22:45 hours.

The Secretary read a note of thanks for the Board's expression of sympathy from the Lowe family. He then drew the members' attention to the following correspondence: a response from Premier Harris regarding one publicly funded education system, responses to the Board's resolution regarding the Ontario Building Code, Consultation on Amendments, and a request from the Corporation of the Church of St. Alban the Martyr regarding a pilot course to offer Education in Religion.

Moved by Mrs. Bishop, seconded by Mr. Mulholland: That the correspondence from the Church of St. Alban the Martyr be referred to the Program Committee and that the remaining correspondence be received and filed. Carried.

Committee reports were presented as follows:

Operations and Finance Committee, specials - Mrs. Hill
Personnel and Organization Committee - Mr. Darby

Noting that the Reports of the Special Meetings of the Operations and Finance Committee were related to the adoption of the Board's budget, the Chairman stated that they would be dealt with at the conclusion of the meeting.

Moved by Mr. Darby, seconded by Mr. Gage: That the General Part of the Report of the Personnel and Organization Committee be adopted. Carried.

FRENCH LANGUAGE SECTION

Presentation of Reports, regular and specials - Mr. Desmarais

Moved by Mr. Desmarais, seconded by Mr. Paquin: That the Report and Reports of the Special Meetings of the French Language Section be adopted.

In response to Trustee Cunningham's questions, Trustee Desmarais confirmed that Lines 1-2 of the budget have been reduced appropriately and that the French Language Section has met its social contract obligations.

Mr. Lavoie responded that the pupil/teacher ratio for G. P. Vanier Secondary School is 14.5. He added that the projected enrolment for September, 1996 is 480 students, excluding adult students.

The motion was put to a vote and was Carried.

ELEMENTARY/SECONDARY

Moved by Miss Cunningham, seconded by Mr. Darby: That the Board continue to meet past 23:00 hours for the purpose of completing the Board's business, including the adoption of the 1996 budget.

Moved by Mr. Darby, seconded by Mr. Mulholland: That the Elementary/Secondary Part of the Report of the Personnel and Organization Committee be adopted.

Trustee Hicks paid tribute to retiring Superintendent of Schools, Nancy Nicholls. Referring to her as a great educator and friend to this Board, he wished her well and good health in her retirement.

The motion was put to a vote and was Carried.

The Board recessed for a brief period and reconvened at 23:20 hours.

GENERAL

Moved by Mrs. Hill, seconded by Mr. Mulholland: That the General Part of the Reports of the Special Meetings of the Operations and Finance Committee be adopted.

Trustee Hill publicly thanked all staff involved, especially the Finance Department, for their assistance through the budget deliberations. Trustee Bishop asked that the record show appreciation to the Working Groups and Managers and highlighted the fact that this budget process has looked at the impact of this year's decisions on 1997.

The motion was put to a recorded vote and was Carried. Those in favour: Trustees Bishop, Gage, MacDonald, Johnstone, Mulholland, Rogers, Patenaude, Desmarais, Darby, Hill and Stewart; those opposed: Trustees Cunningham, Korz, Orban, Hicks and Paquin.

Under New Business, Trustee Korz noted that, prior to his medical leave, he sought the input of parents through a questionnaire and, in accordance with the Board's rules for submission of articles by trustees for school newsletters, had asked principals to include the questionnaire in their newsletters. Stating that the Chairman had directed Principals to not distribute the questionnaire but to return it to the Director's Office and then sought a legal opinion relative to the questionnaire itself, Trustee Korz charged that the Chairman had violated his role by going contrary to policy and had acted without consultation with the members of the Board. He then called on the Chairman to offer an apology and give his assurance that the Board's policy will be respected in the future.

The Chairman responded that he would not apologize as he had not violated any Board policy. The action taken was at the request of several trustees and federations. He added that if the opportunity were to present itself again, he would take the same action.

ELEMENTARY/SECONDARY

Noting that she had a conflict of interest in Clause 1. of one of the Reports, Trustee Hill noted she was declining to move the adoption of the report.

Moved by Mr. Mulholland, seconded by Canon Rogers: That the Elementary/Secondary Part of the Reports of the Special Meetings of the Operations and Finance Committee be adopted.

The Chairman indicated he would put the Clauses in the 1996 04 18 Report to a separate vote.

Trustees Hill and Darby each declared a conflict of interest on Clause 1. and stated they would neither vote nor take part in the discussion.

Clause 1. of the 1996 04 18 Report was put to recorded vote and was Carried. Trustees in favour: Trustees Bishop, Gage, MacDonald, Johnstone, Mulholland, Rogers and Stewart; those opposed: Trustees Cunningham, Korz, Orban and Hicks.

Clause 2. of the 1996 04 18 Report was put to a recorded vote and was Carried. Trustees in favour: Trustees Bishop, Gage, MacDonald, Johnstone, Mulholland, Rogers, Darby, Hill and Stewart; those opposed: Trustees Cunningham, Korz, Orban and Hicks.

The 1996 04 16 Report was put to a vote and was Carried.

The meeting then adjourned.

Adopted as presented.

.....
Chairman

REPORT OF THE FRENCH LANGUAGE SECTION FOURTH REPORT

Present: Trustees Desmarais (Chairman), Paquin and Patenaude.

Also Present: L. Veerman (Budget Manager) and M. Newman (Budget Analyst).

Officials Present: D. Goodridge (Director of Education and Secretary), P. Shewfelt (Superintendent of Finance and Treasurer) and R. C. Lavoie (Superintendent of Schools, French as a First Language).

The French Language Section recommends:

1. That the 1996 Budget Estimates for the French Language Section be received for information.

2. That the following recommendations of the Superintendent of Schools, French as a First Language be approved as presented to the members:

B. OTHER

Trip(s)

That the following trip request(s) be approved.

a) Georges-P.-Vanier, Grades 9 to OAC, London, ON, 1996 04 19-20.

b) Georges-P.-Vanier, Grades 9 to OAC, North Bay, ON, 1996 04 10-13.

3. That the News Release from the Ministry of Education and Training dated 1996 03 05 and from Prescott-Russell County Board of Education dated 1996 03 18 re Economy in the Education Sector be received for information.

4. That the regular meeting of the French Language Section scheduled for 1996 04 30 be cancelled.

Respectfully submitted

Committee Room
1996 04 02

JEAN DESMARAIS
Chairman

RAPPORT DE LA SECTION DE LANGUE FRANÇAISE QUATRIÈME RAPPORT

Étaient présents : M. Jean Desmarais (président), M. Hubert Paquin (conseiller scolaire), Mme Marie Patenaude (conseillère scolaire).

Aussi présents : Mme L. Veerman (Gérante, Budget) et M. M. Newman (Analyste, Budget).

Administrateurs présents : M. D. Goodridge (Directeur de l'éducation et secrétaire), M. P. Shewfelt (Surintendant des finances et trésorier) et M. R. C. Lavoie (Surintendant des écoles de langue française).

La Section de langue française recommande :

1. que les prévisions budgétaires 1996 de la Section de langue française soient reçues à titre d'information.
2. que les propositions du Surintendant des écoles de langue française soient approuvées telles que présentées aux membres :

B. AUTRES

Voyages

Que les demandes de voyage suivantes soient approuvées :

- a) Georges-P.-Vanier, 9e année-CPO, London, ON, les 19-20 avril 1996. (Tournoi de volley-ball, filles - vendredi et samedi.)
- b) Georges-P.-Vanier, 9e année-CPO, North Bay, ON, les 10-13 avril 1996 (Festival franco-ontarien, mercredi p.m. à samedi.)

3. que les communiqués du ministère de l'Éducation et de la Formation en date du 5 mars 1996 et du Conseil de l'éducation de Prescott-Russell en date du 18 mars 1996 : Objet : Économies dans le secteur de l'éducation soient reçus à titre d'information.

4. que la réunion régulière de la Section de langue française prévue pour le 30 avril 1996 soit annulée.

Respectueusement présenté,

Salle de comité
le 2 avril 1996

JEAN DESMARAIS
Président

**REPORT OF THE
PERSONNEL AND ORGANIZATION COMMITTEE
FIFTH REPORT**

Present: Trustees Darby (Chairman), Cunningham, Hicks, Korz, Paquin and Stewart.

Also Present: Trustees Bishop, Desmarais, Gage, Hill, MacDonald, Mulholland, Orban, Patenaude and Rogers.

Officials Present: D. Goodridge (Director of Education and Secretary), R. Binns (Superintendent of Human Resources), P. Shewfelt (Superintendent of Financial Services and Treasurer), E. Bond (Superintendent of Program), N. Nicholls (Superintendent of Schools - Mountain), M. Quinn (Superintendent of Schools - Lower City), R. Lavoie (Superintendent of Schools - French As A First Language), M. Matier (Assistant Superintendent of Schools - Mountain), S. Thompson (Assistant Superintendent of Schools - Lower City) and F. Cooke (Assistant Superintendent of Program).

The Committee recommends:

GENERAL

1. That no action be taken at this time re Attendance Management Program and Proactive Medical Management Program.

2. That the following recommendations of the Superintendent of Human Resources be approved:

1. **PROBATIONARY STAFF APPOINTMENTS - Nil**
2. **PERMANENT STAFF APPOINTMENTS - Nil**
3. **PROMOTIONS - Nil**
4. **INTERNAL APPOINTMENTS - Nil**
5. **TIMETABLE CHANGES - Nil**

6. RETIREMENTS

(a) That the resignations of the following staff, for the purpose of retirement, effective as shown, be accepted with regret and the Board's gratuity be paid:

Ruby Belmore (Cleaner, Cleaning Staff), 1996 06 30

Hakam Gulamhussein (Equipment Repair Technician II, Clerical & Technical Staff), 1996 06 30

Ann Hoffman (Cleaner, Cleaning Staff), 1996 06 30

Bernice MacLeod (Cleaner, Cleaning Staff), 1996 09 30

Vida Pejic (Cleaner, Cleaning Staff), 1996 06 30

Joan Smith (Cleaner, Cleaning Staff), 1996 06 30

7. LEAVING EMPLOYMENT

(a) That the dates, for the following staff to leave the employ of the Board, be approved:

Maria Almonte (Cleaner, Cleaning Staff), 1996 02 28

Joyce Durkin (Cleaner, Cleaning Staff), 1996 03 29

Rosa Merla (Cleaner, Cleaning Staff), 1996 03 29

Mary Patterson (Cleaner, Cleaning Staff), 1996 02 28

8. LEAVES

(a) That the request of Donna Beattie (Clerk-Typist, Clerical & Technical Staff) for a Leave of Absence, effective 1996 03 27 to 1996 07 23, be granted.

9. OTHERS - Nil

* * * * *

3. That the Staffing Report - Full Time Equivalent Positions be received for information.

4. That the Report on Supply Teacher Usage be received for information.

5. That the Update on Office, Clerical and Technical Unit (OCTU) layoff be received for information.

6. That Director present a report on restructuring Senior Management to the May, 1996 meeting of the Personnel and Organization Committee.

ELEMENTARY/SECONDARY

1. That the following recommendations of the Superintendent of Human Resources be approved:

1. **PROBATIONARY STAFF APPOINTMENTS**

(a) That the following teachers be appointed to the Probationary Staff, effective as shown, with salary according to the salary schedule:

Joanna Cascioli (E), 1996 05 01

Anita Mohar (E), 1995 09 01

Replacements

2. **PERMANENT STAFF APPOINTMENTS** - Nil

3. **PROMOTIONS** - Nil

4. **INTERNAL APPOINTMENTS** - Nil

5. **TIMETABLE CHANGES** - Nil

6. **RETIREMENTS**

(a) (i) That the resignation of Donald A. Roppel, Secondary School Principal, for the purpose of retirement, effective 1996 06 30, be accepted with regret and the Board's gratuity be paid.

(ii) That the resignations of the following teachers, for the purpose of retirement, effective 1996 06 30, be accepted with regret and the Board's gratuity be paid:

Cornelia de Haan (E)

Robert H. Disher (S)

Wayne E. Elgie (S)

Arlene Grant (E)

Edward O. Maciulis (S)

Graeme Newbigging (S)

Elizabeth Rolland (S)
Elmer Schurter (S)
Arthur Sebastian (S)
Arnold Smiltnieks (S)
Ethel C. J. Thayer (S)
Robert K. Wallace (S)

7. LEAVING EMPLOYMENT

(a) (i) That the Leaving Employment (termination) of Anne-Marie Wilson (S), approved at the March Meeting be rescinded.

(ii) That the date shown for the following teachers to leave the employ of the Board be approved:

Dina Avdoulos (E), 1996 06 30
Joanna Cascioli (E), 1996 08 31
Anita Mohar (E), 1996 08 31
2 Elementary Terminations

8. LEAVES

Leave of Absence

(a) (i) That the requests of the following teachers for a Leave of Absence, effective as shown, be granted:

Lynda Ball (E), 1996 04 08 to 1996 11 29
Lisa Borkovich (S), 1996 07 01 to 1996 08 31
Sherri Cooper (E), 1996 06 03 to 1997 08 31
Vanessa Gray (E), 1996 09 01 to 1997 08 31
Julia C. Herron (E), 1996 05 20 to 1996 11 22
Melinda Lula (S), 1996 07 01 to 1996 08 31
Wendy Wilson (E), 1996 02 22

(ii) That the request of Elaine Twigg (E) to rescind her Leave of Absence, effective 1995 10 27 to 1996 08 31, granted at the February meeting, be approved.

Leave of Absence - Date Change

(a) That the effective dates of the Leaves of Absence granted to the following teachers at a previous meeting be changed to:

Caryl Durst (S), 1996 03 27 to 1996 08 31

Susan Morrone (E), 1996 03 25 to 1996 08 31

Leave Extension

(a) That the requests of the following teachers for extensions of their Leaves of Absences, effective as shown, be granted:

Sandra Bowman (S), 1996 09 01 to 1997 08 31

Helen Brown (E), 1996 09 01 to 1996 12 31

Al Craven (E), 1996 09 01 to 1997 08 31

Barbara Hogan (E), 1996 09 01 to 1997 08 31

Teresa Katerberg (E), 1996 09 01 to 1997 08 31

Julie C. Marshman MacCuish (E), 1996 05 13 to 1997 08 31

Norval D. Redpath (E), 1996 09 01

Edith Schroedter (S), 1996 09 01 to 1997 01 31

Patricia Taylor (E), 1996 09 01 to 1997 08 31

R. K. Watt (E), 1996 04 01 to 1996 04 08

Janet Wolfe (E), 1996 04 22 to 1996 08 31

(b) That the requests of the following staff for an extension of their Leaves of Absence, effective as shown, be granted.

Lori DeLuca (Secretary, Clerical & Technical Staff), 1996 03 18 to 1997 03 14

Carol Mulvey (Secondary School Clerical & Secretarial Staff), 1996 04 15 to 1996 08 03

Return from a Leave of Absence

(a) That the following teachers be returned from a Leave of Absence, effective as shown:

Rita Bertoldi (E), 1996 09 01 (.5)

Louise Booth (E) 1996 09 01

Mavis Brown (E), 1996 03 18 (1.0)

Dale Cornish (E), 1996 09 01

Cindy Cosentino (E), 1996 09 01
Michelle Fawcett (E), 1996 04 01
Sylvie Francis (E), 1996 03 18
Susan Garlough (E), 1996 09 01
Donna Kehoe (E), 1996 09 01
Karen Koop (E), 1996 05 03
Nancy Kowalchuk (E), 1996 09 01
Michael Mulligan (E), 1996 04 01
Dale Pyke (E), 1996 09 01
Donald Bruce Quinn (E), 1996 09 01
Mary Rinas-Smyth (S), 1996 09 01
Arlene Sargeant (E), 1996 03 18
Cornelia Schuster (E), 1996 09 01 (.8)
Loren Serafini (E), 1996 09 01
Marjorie Steele (E), 1996 09 01
Ronald Vine (E), 1996 09 01
R. Kim Watt (E), 1996 04 09
Joyce Whittle (E), 1996 09 01
Anne-Marie Wilson (S), 1996 09 01 (4/6)

9. OTHER

(a) That the request of Alan Marshall (E) for an overseas exchange with a teacher from the United Kingdom for the period 1996 09 01 to 1997 08 31, be approved subject to the condition that a suitable exchange teacher can be arranged through the foundation for Educator Exchanges.

* * * * *

2. That the following recommendation of the Director of Education be approved:

(a) That the resignation of Nancy Nicholls, Superintendent of Schools, for the purpose of retirement, effective 1996 05 31, be accepted with regret and that the Board's gratuity be paid.

Respectfully submitted

Board Room
1996 04 11

G. DARBY
Chairman

REPORT OF THE SPECIAL MEETING OF THE OPERATIONS AND FINANCE COMMITTEE

Present: Trustees Hill (Chairman), Desmarais, MacDonald, Orban, Rogers and Stewart.

Also Present: Trustees Bishop, Cunningham, Darby, Desmarais, Gage, Hicks, Johnstone, Korz, MacDonald, Mulholland, Orban, Paquin and Patenaude.

Officials Present: D. Goodridge (Director of Education and Secretary), P. Shewfelt (Superintendent of Financial Services and Treasurer), E. Bond (Superintendent of Program), R. Binns (Superintendent of Human Resources), P. Gillie (Superintendent - Administrative and Operational Services), M. Quinn (Superintendent of Schools - Lower City), R. Lavoie (Superintendent of Schools - French as a First Language), F. Cooke (Assistant Superintendent of Program), S. Thompson (Assistant Superintendent of Schools - Lower City), M. Matier (Assistant Superintendent of Schools - Mountain).

The Committee recommends:

GENERAL

1. That Lines 1 and 2 of General Business of the 1996 Budget in the amount of \$30,105,788 be approved, and that the Superintendent of Financial Services and Treasurer be authorized to proceed with the expenditure of funds as detailed therein.

2. That Lines 3 to 20 of General Business of the 1996 Budget in the amount of \$32,147,482 be approved and that the Superintendent of Financial Services and Treasurer be authorized to proceed with the expenditure of funds as detailed therein.

ELEMENTARY/SECONDARY

1. That Lines 1 and 2 of Elementary/Secondary Business of the 1996 Budget in the amount of \$181,937,812 be approved and that the Superintendent of Financial Services and Treasurer be authorized to proceed with the expenditure of funds as detailed therein.

2. That Lines 3 to 20 of Elementary/Secondary Business of the 1996 Budget in the amount of \$10,613,634 be approved and that the Superintendent of Financial Services and Treasurer be authorized to proceed with the expenditure of funds as detailed therein.

Respectfully submitted

Board Room
1996 04 18

S. HILL
Chairman

**MINUTES OF THE SPECIAL MEETING
OF THE BOARD OF EDUCATION**

Board Room
Education Centre
1996 04 30

The Board met.

Present: Trustees Stewart (Chairman), Cunningham, Darby, Desmarais, Hicks, Hill, Johnstone, Korz, Mulholland, Orban, Paquin and Rogers.

Officials Present: D. W. Goodridge (Director of Education and Secretary), R. Binns (Superintendent of Human Resources Services) and P. Gillie (Superintendent of Administrative and Operational Services).

The Secretary noted that regrets for being unable to attend this evening's meeting were received from Trustees Bishop, Gage, Lowe, Patenaude and Rodgerson.

ELEMENTARY/SECONDARY

Moved by Mr. Darby, seconded by Ms. Orban: That the Elementary/Secondary Part of the Special Report of the Personnel and Organization Committee be adopted. Carried.

The meeting then adjourned.

Adopted as presented.

.....
Chairman

SPECIAL REPORT OF THE PERSONNEL AND ORGANIZATION COMMITTEE

Present: Trustees Darby (Chairman), Cunningham, Hicks, Korz, Paquin and Stewart.

Also Present: Trustees Desmarais, Hill, Mulholland, Orban, and Rogers.

Officials Present: D. Goodridge (Director of Education and Secretary), R. Binns (Superintendent of Human Resources), N. Nicholls (Superintendent of Schools - Mountain) and M. Quinn (Superintendent of Schools - Lower City).

The Committee recommends:

ELEMENTARY/SECONDARY

1. That the following recommendations of the Superintendent of Human Resources be approved:

1. PROBATIONARY STAFF APPOINTMENTS

(a) That the following teachers be appointed to the Probationary Staff, effective as shown, with salary according to the salary schedule:

Dina Cadete (E), 1996 05 01

Joseph DiDonato (S), 1996 05 01

Replacements

6. RETIREMENTS

(ii) That the resignation of the following teacher, for the purpose of retirement, effective as shown, be accepted with regret:

James Hand (S), 1996 04 26

Respectfully submitted

Board Room
1996 04 30

G. DARBY
Chairman

**MINUTES OF THE SPECIAL MEETING
OF THE BOARD OF EDUCATION**

Board Room
Education Centre
1996 05 09

Present: Trustees Cunningham (Chairman Pro Tem), Bishop, Darby, Desmarais, Gage, Johnston, Johnstone, MacDonald, Mulholland, Orban and Rogers.

Officials Present: E. Bond (Secretary Pro Tem and Superintendent of Program) and F. Cooke (Assistant Superintendent of Program).

Moved by Mr. Darby, seconded by Mr. Gage: That Miss Bond be Secretary Pro Tem. Carried.

Moved by Mr. Darby, seconded by Mr. Gage: That Trustee Cunningham be Chairman Pro Tem. Carried.

The Secretary Pro-Tem noted that regrets for not attending were received from Trustees Hicks, Hill, Korz, Lowe, Paquin, Patenaude, Rodgerson and Stewart.

The Board met in-camera prior to the public session and the following action was taken:

GENERAL

Report of the Salary Committee

Moved by Mr. Mulholland, seconded by Mr. Gage: That Clause 1 in the Report of the Salary Committee be adopted. Carried.

Moved by Mr. Darby: That the Board meet in public. Carried

Moved by Dr. Johnston, seconded by Mr. Darby: That Clause 2 in the Report of the Salary Committee be adopted. Carried.

The meeting then adjourned.
Adopted as presented.

.....
Chairman

REPORT OF THE SALARY COMMITTEE

Present: Trustees Cunningham (Chairman), Mulholland and Stewart.

Official Present: D. Russon (Manager, Employee Relations).

The Committee recommends:

GENERAL

1. That the Report of the Combined Board/District 8, O.S.S.T.F. Committee on the ESL/ESD Program in Hamilton be received for information and referred to the Officials for a report to a Special Meeting of the Operations and Finance Committee on 1996 05 16.

2. That Trustee Ray Mulholland be appointed to the Salary Committee on a Pro Tem basis.

Respectfully submitted

Committee Room
1996 05 07

M. CUNNINGHAM
Chairman

MINUTES OF THE BOARD OF EDUCATION

Board Room
Education Centre
1996 05 16

The Board met.

Present: Trustees Stewart (Chairman), Bishop, Cunningham, Darby, Desmarais, Gage, Hicks, Hill, Johnston, Johnstone, Korz, Patenaude, Mulholland, Orban and Rogers.

Officials Present: D. W. Goodridge (Director of Education and Secretary), P. Shewfelt (Superintendent of Financial Services and Treasurer), E. Bond (Superintendent of Program), R. Binns (Superintendent of Human Resources), P. Gillie (Superintendent of Administrative and Operational Services), M. Quinn (Superintendent of Schools - Lower City), N. Nicholls (Superintendent of Schools - Mountain), R. Lavoie (Superintendent of Schools, French as a First Language), F. Cooke (Assistant Superintendent, Program), M. Matier (Assistant Superintendent of Schools, Mountain) and S. Thompson (Assistant Superintendent of Schools, Lower City).

The Board met in-camera prior to the public session. Action taken by the Board is not included in this public record as per Section 207 (2) (b) of the Education Act.

The Secretary noted that regrets for being unable to attend this evening's meeting were received from Trustee Lowe, MacDonald, Paquin and Rodgeron.

Trustee Gage requested that his attendance at the 1996 04 18 Board meeting be recorded in the minutes.

Moved by Miss Cunningham, seconded by Mrs. Bishop: That the minutes of the last regular meeting of 1996 04 18, as amended, and special meetings of 1996 04 30 and 1996 05 09 be adopted as presented. Carried.

The Secretary read notes of thanks for the Board's expressions of sympathy from the families of Keith French, Katherine Pollex and Ken Sindrey. He then drew the members' attention to the following correspondence: a response from the Ministry of Municipal Affairs and Housing re the Board's resolution regarding the Ontario Building Code and another Board's response to the same resolution, the Hamilton Council of Home and School Associations regarding Response to Parent Presentations and O.P.S.B.A. regarding appointment of delegates.

Moved by Dr. Johnston, seconded by Mrs. Johnstone: That Trustee Mulholland be appointed as the Voting Delegate and Trustee Bishop be appointed as Alternate Voting Delegate for the Regional Meetings and the Annual General Meeting of the Ontario Public School Boards' Association. Carried.

Moved by Mrs. Bishop, seconded by Mr. Gage: That Trustee Johnston be appointed as Director and Trustee Stewart as Alternate Director for the Ontario Public School Boards' Association. Carried.

Moved by Mrs. Bishop, seconded by Miss Cunningham: That the remaining correspondence be received and filed. Carried.

Trustee Korz gave notice that he will move or cause to be moved at the next regular meeting or special meeting called for that purpose the following motion:

"WHEREAS the public education system in Ontario has a duty to reflect the values and beliefs of the families who use it and pay for it through their tax dollars, and

WHEREAS the religious doctrines of families can be reasonably introduced during lunchtime instruction by clergy and other religious leaders, and

WHEREAS the current provincial regulations have been interpreted to prohibit such instruction during school lunch periods, and

WHEREAS the Minister of Education has indicated willingness to revisit the issue of instruction in religious doctrine during lunch periods,

BE IT RESOLVED that the Hamilton Board of Education petition the Minister of Education to introduce measures to allow during lunch periods in public schools instruction in the religious doctrines of families who seek such programs, and that such instruction be allowed to be presented by clergy and other recognized religious leaders.

BE IT FURTHER RESOLVED that the Hamilton Board of Education seek the support of the Ontario Public School Boards' Association and other boards across Ontario."

Committee reports were presented as follows:

Program Committee - Mrs. Bishop

Operations and Finance Committee - Mrs. Hill

Personnel and Organization Committee - Mr. Darby

Moved by Mrs. Bishop, seconded by Mr. Gage: That the General Part of the Report of the Program Committee be adopted.

Noting that schools had expressed concern that they cannot meet the timelines as outlined in the report, it was moved in amendment by Mr. Mulholland, seconded by Mr. Hicks: That Appendix 3 of "The Common Curriculum - Grades 1-9" System Implementation Plan - Timelines (Clause 2. (b)) be amended to reflect that all schools be required to implement the outcomes based Curriculum in Language Arts, Math and French by September, 1996 and that schools be given the option to implement the outcomes based report cards in either September, 1996 or September, 1997.

Moved in amendment to the amendment by Mr. Korz, seconded by Mr. Darby: That the following be deleted from the amendment: " and that schools be given the option to implement either September, 1996 or September, 1997". Lost.

The amendment was put to a vote and was Carried.

The motion, as amended, was put to a vote and was Carried.

Moved by Mrs. Hill, seconded by Ms. Patenaude: That the General Part of the Report of the Operations and Finance Committee be adopted.

Trustee Hill requested that Clause 1. (b) and (c) be voted on separately.

Moved in amendment by Mrs. Hill, seconded by Mrs. Bishop: That the words "not" be struck from Clauses 1. (b) and (c).

Trustee Korz requested that item 1. (f) be voted on separately.

Mr. Shewfelt responded to a question that the Board's solicitor has advised that neither the Municipal Act nor the Education Act prohibits or supports the recommendations of the officials. No communication from the City to the contrary has been received.

Trustees in favour of the amendment offered this as a proactive way of protecting the local assessment base now and in the future; those opposed cited the trustees' responsibility to the educational tax dollars.

Following the debate, recorded votes were requested.

The amendment to Clause 1. (b) was put to a vote and was Lost. Those in favour: Trustee Hill; those opposed: Trustees Cunningham, Bishop, Gage, Johnston, Johnstone, Mulholland, Rogers, Korz, Orban, Hicks, Patenaude, Desmarais, Darby and Stewart.

Clause 1. (b) was put to a vote and was Carried. Those in favour: Trustees Bishop, Cunningham, Darby, Gage, Hicks, Johnston, Johnstone, Korz, Mulholland, Orban, Patenaude, Rogers and Stewart; those opposed; Trustee Hill.

The amendment to Clause 1. (c) was put to a vote and was Lost. Those in favour: Trustees Bishop, Cunningham, Darby, Gage, Hill and Orban; those opposed: Trustees Desmarais, Hicks, Johnston, Johnstone, Korz, Mulholland, Patenaude, Rogers and Stewart.

Clause 1. (c) was put to a vote and was Carried. Those in favour: Trustees Desmarais, Hicks, Johnston, Johnstone, Korz, Mulholland, Patenaude and Stewart; those opposed: Trustees Bishop, Cunningham, Darby, Gage, Hill and Orban.

Clause 1. (f) as put to a vote and was Carried. Those in favour: Trustees Desmarais, Gage, Hicks, Johnston, Mulholland, Patenaude, Rogers and Stewart; those opposed: Trustees Cunningham, Hill, Johnstone, Korz and Orban.

Moved in amendment by Mr. Mulholland, seconded by Mr. Desmarais: That the words "request for support of a private Members Bill" be deleted from Clause 1.

The amendment was put to a recorded vote and was Carried. Those in favour: Trustees Bishop, Darby, Desmarais, Gage, Hicks, Johnston, Johnstone, Korz, Mulholland and Stewart; those opposed: Trustees Cunningham, Hill and Orban.

Trustee Bishop requested that Clause 7. be voted on separately.

Moved in amendment by Mrs. Bishop, seconded by Mr. Gage: That Clause 7. be amended to read "That \$50,000 plus interest in the reserve account be applied towards the purchase of the Substitute Employee Management System."

Trustees in support of the amendment felt that it was time to implement the system which was approved in concept three years ago; those opposed questioned the initial and on-going costs to obtain and maintain the program.

The amendment was put to a vote and was Lost.

Clause 7. was put to a vote and was Carried.

The remainder of the report was put to a vote and was Carried.

Moved by Mr. Darby, seconded by Mrs. Hill: That the General Part of the Report of the Personnel and Organization Committee be adopted. Carried.

Under New Business, it was moved by Mrs. Hill, seconded by Mrs. Bishop: That Trustee Mulholland be appointed as the Board representative at the Canadian School Boards' Association Annual General Meeting. Carried.

FRENCH LANGUAGE SECTION

Trustee Desmarais reported that the French Language Section did not meet in May.

ELEMENTARY/SECONDARY

Moved by Mr. Gage, seconded by Mrs. Johnstone: That the Elementary/Secondary Part of the Report of the Program Committee be adopted. Carried.

Moved by Mrs. Hill, seconded by Mr. Hicks: That the Elementary/Secondary Part of the Report of the Operations and Finance Committee be adopted. Carried.

Moved by Mr. Darby, seconded by Mr. Gage: That the Elementary/Secondary Part of the Report of the Personnel and Organization Committee be adopted .

At the Chairman's request, Trustee Cunningham assumed the Chair.

Moved in amendment by Mr. Stewart, seconded by Mrs. Johnstone: That the Principal/Vice-Principal Selection process be terminated at this point in time until the number of positions required for the 1996-1997 school year is brought forward by the Superintendent of Human Resources and the new procedure be initiated.

Trustee Stewart contended that the new procedures were not followed in pre-determining the number of candidates required before the current process was set in place.

Trustees opposed to the amendment suggested this direction penalizes those who have gone through the process to date.

Moved by Ms. Orban, seconded by Mrs. Johnstone: That Board continue to meet past 23:00 hours. Carried.

Moved in amendment by Mr. Darby, seconded by Mr. Korz: That the word "suspend" be substituted for the word "terminated".

Trustee Darby offered that the change in terminology would permit the process to resume, when appropriate, without Board motion.

The amendment to the amendment was put to a vote and was Lost.

The amendment was put to a vote and was Lost.

The motion was put to a vote and was Carried.

The meeting then adjourned.

Adopted as presented.

.....
Chairman

**REPORT OF THE
PERSONNEL AND ORGANIZATION COMMITTEE
FIFTH REPORT**

Present: Trustees Darby (Chairman), Cunningham, Hicks, Korz, Paquin and Stewart.

Also Present: Trustees Bishop, Desmarais, Gage, Hill, MacDonald, Mulholland, Orban, Patenaude and Rogers.

Officials Present: D. Goodridge (Director of Education and Secretary), R. Binns (Superintendent of Human Resources), P. Shewfelt (Superintendent of Financial Services and Treasurer), E. Bond (Superintendent of Program), N. Nicholls (Superintendent of Schools - Mountain), M. Quinn (Superintendent of Schools - Lower City), R. Lavoie (Superintendent of Schools - French As A First Language), M. Matier (Assistant Superintendent of Schools - Mountain), S. Thompson (Assistant Superintendent of Schools - Lower City) and F. Cooke (Assistant Superintendent of Program).

The Committee recommends:

GENERAL

1. That the Report on Restructuring of Senior Management be deferred to the June meeting of the Personnel and Organization Committee.

2. That the following recommendations of the Superintendent of Human Resources be approved as presented:

1. PPROBATIONARY STAFF APPOINTMENTS

(a) That the following staff be appointed to the Probationary Clerical & Technical Staff in the position of Equipment Repair Technician II (Administrative & Operational Services) - Grade 9, effective 1996 05 20, with salary according to the salary schedule:

Ian McNamee
Steve Ranalli
Replacements

2. **PERMANENT STAFF APPOINTMENTS** - Nil

3. **PROMOTIONS** - Nil

4. **INTERNAL APPOINTMENTS** - Nil

5. **TIMETABLE CHANGES** - Nil

6. **RETIREMENTS**

(a) That the resignation of Lorne Marlow, Caretaker (Caretaking and Maintenance Staff), for the purpose of retirement, effective 1996 06 30, be accepted with regret and the Board's gratuity be paid.

7. **LEAVING EMPLOYMENT**

(a) That the date, 1996 05 16, for Diana Jacobs, Fireman (Caretaking and Maintenance Staff) to leave the employ of the Board, be approved.

8. **LEAVES**

(a) That the requests of the following staff for a Leave of Absence, effective as shown, be granted:

Donna Beattie (Clerk-Typist, Clerical & Technical Staff), 1996 07 24 to 1996 10 02

Eva Kern (Clerk-Typist, Clerical & Technical Staff), 1996 06 24 to 1996 12 27

9. **OTHERS** - Nil

3. That the Staffing Report - Full Time Equivalent Positions as of 1996 04 30 be received for information.

4. That the Report on Supply Teacher Usage as of 1996 03 31 be received for information.

5. That the Report on Substitute Cleaner/Casual Assistance Usage as of 1996 03 31 be received for information.

6. That the 1995 and 1996 Temporary Assistance Expenditures Report be received for information.

ELEMENTARY/SECONDARY

1. PROBATIONARY STAFF APPOINTMENTS

(a) That the following teachers be appointed to the Probationary Staff, effective as shown, with salary according to the salary schedule:

Janice Morissey (E), 1995 09 01

Brian Pipe (E), 1995 09 01 (.5)

Sandra Scott (E), 1995 09 01

(b) That Sandra Shields be appointed to the Probationary Educational and Lunchroom Assistant Staff in the position of Educational Assistant, effective 1996 04 22, with salary according to the salary schedule. **Contract Compliance**

2. PERMANENT STAFF APPOINTMENTS

(a) That Sonia D'Aurelio (E) be rehired and appointed to the Permanent Staff, effective 1995 09 01 (.5), with salary according to the salary schedule.

3. PROMOTIONS - Nil

4. INTERNAL APPOINTMENTS - Nil

5. TIMETABLE CHANGES - Nil

6. RETIREMENTS

(a) (i) That the resignation of John V. Baxter, Secondary School Vice-Principal, for the purpose of retirement, effective 1996 06 30, be accepted with regret and the Board's gratuity be paid.

(ii) That the resignations of the following teachers, for the purpose of retirement, effective as shown, be accepted with regret and the Board's gratuity be paid:

Eileen Alecock (E), 1996 06 30
Joseph Edward (Ted) Axon (S), 1996 06 30
Diane W. Bolton (E), 1996 06 30
Linda Deachman (E), 1996 06 30
Ian P. Fraser (E), 1996 06 30
Gary Gibson (E), 1996 06 30
Audrey Gleave (S), 1996 06 30 Linda Kuthe (E), 1996 09 30
Sandy Ophoven (E), 1996 06 30
Crawford Potter (S), 1996 06 30
Arlene Sargeant (E), 1996 08 31
Robert David Stallwood (S), 1996 06 30

(iii) That the resignations of the following teachers for the purpose of retirement, effective as shown, be accepted with regret.

Arlene Grant (E), 1996 06 30
Lyndia Hendry (E), 1996 06 30
William Hendry (S), 1996 08 31

(b) That the resignations of the following staff, for the purpose of retirement, effective as shown, be accepted with regret and the Board's gratuity be paid:

Mary Beda (Educational Assistant, Educational and Lunchroom Assistant Staff), 1996 06 30
Patricia Colleen Moir (Educational Assistant, Educational and Lunchroom Assistant Staff), 1996 06 30

7. LEAVING EMPLOYMENT

(a) That the date, 1996 08 31 for the following teachers to leave the employ of the Board, be approved:

Dina Cadete (E)
Sonia D'Aurelio (E)
Joseph DiDonato (S)
Colleen McIntyre deSouza (E)
Janice Morissey (E)

Brian Pipe (E)

Sandra Scott (E)

Robert VanWyck (E)

Terminations - 6 Elementary

- 1 Secondary

Resignations - 1 Elementary

8. LEAVES

Leave of Absence

(a) That the requests of the following teachers for a Leave of Absence, effective as shown, be granted:

Leslie Forsyth (E), 1996 06 17 to 1996 12 31

Anna Gusenbauer (E), 1996 05 07 to 1996 06 21

Richard Piet (S), 1996 05 20 to 1996 07 26

Paula Scott (S), 1996 05 20 to 1996 08 31

(b) That the requests of the following staff for a Leave of Absence, effective as shown, be granted:

Susan Holden (Job Coach, Clerical & Technical Staff), 1996 05 01 to 1996 06 30

Janie Jarnevich (Secretary, Secondary School Clerical & Secretarial Staff), 1996 05 21 to 1996 09 23

Leave Extension

(a) That the requests of the following teachers for an extension of their Leaves of Absence, effective as shown, be granted:

Joyce Cooper (E), 1996 09 01

Margaret Mete (E), 1996 05 22 to 1996 08 31

Janet L. Ross (S), 1996 09 01 to 1997 08 31

Return from Leave of Absence

(a) That the following teachers be returned from a Leave of Absence, effective as shown:

Jennifer Beavers (E), 1996 05 27

Laurie Behr (E), 1996 05 20

(b) That Debbie Turner (Secretary, Clerical & Technical Staff) be returned from a Leave of Absence, effective 1996 04 15.

9. OTHERS

(a) (i) That Joanne Preston transfer from the Elementary Panel to the Secondary Panel, effective 1996 05 01, with salary according to the salary schedule.

(ii) That the request of David Evans (S) for an overseas exchange with a teacher from New Zealand for the period 1997 01 01 to 1997 12 31, be approved, subject to the condition that a suitable exchange teacher can be arranged through the Foundation for Teacher Exchanges.

Respectfully submitted

Board Room
1996 04 30

G. DARBY
Chairman

REPORT OF THE PROGRAM COMMITTEE FOURTH REPORT

Present: Trustees Bishop (Chairman), Gage, Johnstone, Mulholland, Patenaude and Stewart.

Also Present: Trustees Cunningham, Darby, Desmarais, Johnston, MacDonald, Orban and Rogers.

Officials Present: E. Bond (Secretary Pro Tem and Superintendent of Program), N. Nicholls (Superintendent of Schools - Mountain), M. Quinn (Superintendent of Schools - Lower City), F. Cooke (Assistant Superintendent of Program) and M. Matier (Assistant Superintendent of Schools - Mountain).

The Committee recommends:

GENERAL

1. That the follow-up report: Issues Facing Female Athletes in Hamilton High Schools be received for information and that a further report reflecting the other areas of concerns be brought back to the Program Committee.

2. That the status report on the implementation of the Common Curriculum be received for information and the following recommendations approved:

(a) That a further report to the Board regarding Provincial and Board reviews and the administration of other Standardized Tests be brought back to the Board following official announcement from the Ministry of Education and Training.

Clause 2. (b) amended at Board.

(b) That "The Common Curriculum - Grades 1-9" System Implementation Plan - Timelines, as approved in May 1994, be amended as shown in Appendix 3.

3. That no action be taken on the recommendations in the "Update on Specialized ('Magnet') Programs and Courses in Secondary Schools" and that the following be approved:

(a) That closure be brought to the Secondary Futures Steering Committee effective 1996 05 31.

(b) That an ad hoc trustee committee be established to look into accommodation, consolidation of schools, magnet schools and secondary school reform.

4. That the Adult and Continuing Education 1995 Annual Report be received for information.

5. That the correspondence from St. Alban the Martyr Church re a pilot course to offer Education in Religion be referred to the officials for a feasibility study.

ELEMENTARY/SECONDARY

1. That the report regarding Grade 4 Keyboarding Pilot be received for information.

2. That the Middle School Review 1994-95: System Update be received for information.

3. That the following Report of the Special Education Advisory Committee be approved:

a) That the Thirteenth Annual Review (1995-1996) Provision of Special Education Programs and Services, as amended, be approved for submission to the Ministry of Education and Training.

Respectfully submitted

Board Room
1996 05 09

J. BISHOP
Chairman

**REPORT OF THE
OPERATIONS AND FINANCE COMMITTEE
SIXTH REPORT**

Present: Trustees Stewart (Chairman Pro-Tem), Desmarais, Urban and Rogers.

Also Present: Trustees Bishop, Cunningham, Darby, Gage, Hicks and Johnston.

Officials Present: D. Goodridge (Director of Education and Secretary), P. Shewfelt (Superintendent of Financial Services and Treasurer), R. Binns (Superintendent of Human Resources), M. Quinn (Superintendent of Schools - Lower City) and N. Nicholls (Superintendent of Schools - Mountain).

The Committee recommends:

GENERAL

Clause 1. amended at Board.

1. That the Update re Theatre Aquarius and Art Gallery of Hamilton - request for support of a private Members Bill be received for information and the following recommendations be approved:

(a) That the Board of Education for the City of Hamilton not support the request of The Art Gallery of Hamilton to approach the Government of the Province of Ontario for relief from future municipal realty taxes.

(b) That the Board of Education for the City of Hamilton not support the request from Theatre Aquarius for relief from the education portion of the municipal tax arrears, penalties and interest which has accumulated on the property to date.

(c) That the Board of Education for the City of Hamilton not support the request of Theatre Aquarius to approach the Government of the Province of Ontario for relief from municipal realty taxes for the years 1997, 1998 and 1999.

(d) That the Board of Education for the City of Hamilton endorse the efforts of Theatre Aquarius to raise sufficient funds through their 1996 capital fundraising plan for the purpose of relieving the accumulated debt load of the tax arrears.

(e) That the Board of Education for the City of Hamilton request that Theatre Aquarius provide a report, to Board officials for evaluation, prior to December 31, 1996, outlining the financial results of the Theatre's 1996 fundraising campaign.

(f) That, subject to the evaluation of Theatre Aquarius' financial report and target achievements, the Board of Education for the City of Hamilton support the deferral of the education portion of the municipal taxes levied against Theatre Aquarius for a three year period ending December 31, 1999 providing that the 1997-1999 accumulated tax arrears are paid in full within the year 2000.

2. That the 1995 Annual Audited Financial Statements for the Board of Education for the City of Hamilton Foundation be received for information.

3. That the 1995 Annual Audited Financial Statements for the Board of Education for the City of Hamilton be approved.

4. That the following ad hoc committees be reconstituted for 1996 and that the Chairman of the Board appoint five members to each:

CHILD CARE COMMITTEE and that the mandate of the Committee be to (a) review (annually) the Child Care Programs in accordance with the Criteria and Weighting Formula for School/Child Care Link-up and present their recommendations to the Board for approval as soon as possible and (b) review the draft contract and draft Letters of Understanding between the Hamilton Board of Education and Child Care Centres.

HIV/AIDS INFECTION POLICY REVIEW COMMITTEE and that the mandate of the Committee be to review current practices [at least on an annual basis] and assess the need for the revision of policies in line with current developments in the medical/legal

communities while maintaining a close liaison with the Medical Officer of Health in evaluating all new information with respect to AIDS/HIV. (Acquired Immune Deficiency Syndrome/Human Immunodeficiency Virus Infection).

POLICY REVIEW COMMITTEE and that the mandate of the Committee be to review all policies of the Board and report back to the Operations and Finance Committee before the end of November, 1996.

TRUSTEE COMMUNICATIONS COMMITTEE and that the mandate be to investigate the impact of electronic information gathering, processing and dissemination available to trustees in an attempt to establish communication guidelines for trustees that could be used [in the production of newsletters*] and other forms of trustee communications and that the Committee report to the Operations and Finance Committee. * completed

5. That the School Year Calendars be deferred to the June meeting of the Operations and Finance Committee.

6. That the Holiday Schedule for the Education Centre and Secondary School offices be deferred to the June meeting of the Operations and Finance Committee.

7. That the Report regarding the Purchase of a Substitute Employee Management System be referred back to the officials for a more indepth report.

8. That the Review of the Budget Analysis Committee be deferred to the June meeting of the Operations and Finance Committee.

9. That the officials prepare a report relative to the scope and engagement of the Board's Auditors.

ELEMENTARY/SECONDARY

1. That the Report of the Consolidation Committee be referred to the ad hoc committee responsible to look into accommodation, consolidation of schools, magnet schools and secondary school reform.

2. That the following recommendations of the Director of Education be approved:

(a) That the following trip requests be approved:

(i) Glen Brae, Grade 6, Outdoor Education, Camp Wanakita, Haliburton Area, 1996 10 01-04 (Tuesday to Friday)

(ii) Hampton Heights, Grades 6-8, Camp Wanakita, Haliburton Area, 1996 06 05-07 (Wednesday to Friday)

(iii) Delta, Grades 11-OAC, Stratford Festival, Stratford, 1996 05 24 (Friday)

(iv) Sir Allan MacNab, Grade 12, Tour of the Hydro Generating Plant, Niagara Falls, New York, 1996 05 28 (Tuesday)

(v) Sir Winston Churchill, Special Needs Students, Outdoor Education, Valens Conservation Area, 1996 06 04-06 (Tuesday to Thursday)

Respectfully submitted

Board Room
1996 05 14

R. STEWART
Chairman Pro-Tem

MINUTES OF THE SPECIAL MEETING OF THE BOARD OF EDUCATION

Board Room
Education Centre
1996 05 27

The Board met.

Present: Trustees Stewart (Chairman), Bishop, Cunningham, Darby, Desmarais, Hill, Johnston, Johnstone, Korz, Lowe, MacDonald, Mulholland, Orban, Patenaude and Rogers.

Officials Present: D. W. Goodridge (Director of Education and Secretary), P. Shewfelt (Superintendent of Financial Services and Treasurer), R. Binns (Superintendent of Human Resources Services), P. Gillie (Superintendent of Administrative and Operational Services), N. Nicholls (Superintendent of Schools - Mountain) and M. Matier (Assistant Superintendent of Schools, Mountain)

The Secretary noted that regrets for being unable to attend this evening's meeting were received from Trustees Hicks, Paquin and Rodgeron.

The Board met in-camera prior to the public session where the Report of the Salary Committee was presented and subsequently adopted at the public meeting. Other action taken is not recorded in this public record of the minutes as per Section 207 (1) (2) of the Education Act.

GENERAL

Report of the Special Meeting of the Personnel and Organization Committee

Moved by Mr. Darby, seconded by Dr. Johnston: That the General Part of the Report of the Special Meeting of the Personnel and Organization Committee be adopted. Carried.

Report of the Salary Committee

Moved by Miss Cunningham, seconded by Mr. Mulholland:
That the Report of the Salary Committee be adopted. Carried.

ELEMENTARY/SECONDARY

Report of the Special Meeting of the Personnel and Organization Committee

Moved by Mr. Darby, seconded by Miss Cunningham: That
the Elementary/Secondary Part of the Report of the Special Meeting
of the Personnel and Organization Committee be adopted. Carried.

The meeting then adjourned.

Adopted as presented.

.....
Chairman

REPORT OF THE SPECIAL MEETING OF THE PERSONNEL AND ORGANIZATION COMMITTEE

Present: Trustees Darby (Chairman), Cunningham, Johnston, Korz and Stewart.

Also Present: Trustees Bishop, Desmarais, Hill, Johnstone, Lowe, MacDonald, Mulholland, Orban, Patenaude and Rogers.

Officials Present: D. Goodridge (Director of Education and Secretary), R. Binns (Superintendent of Human Resources), P. Shewfelt (Superintendent of Financial Services and Treasurer), P. Gillie (Superintendent of Administrative and Operational Services), N. Nicholls (Superintendent of Schools - Mountain) and M. Matier (Assistant Superintendent of Schools - Mountain).

The Committee recommends:

GENERAL

1. That the following recommendations of the Superintendent of Human Resources be approved:

6. RETIREMENTS

(a) That the Board approve payment of the Early Retirement Incentive Plan to the following employees in accordance with the Option Plans indicated below:

OPTION 1

C.U.P.E.

Nancy Gravina
Gordon Hazell
Lorne Marlow
Edward Reynolds

OPTION 2

C.U.P.E.

Ruby Belmore
Margaret Bonnell
Mary Burke
Sarah Connelly

Roy Jenkins
Patricia Lane
Bernice MacLeod
Jessie McGhee

Anna DiBattista
Alfonsa Giglione
Doreen Hopkins

Mirella Propedo
Rosa Silva
Isabel K. Smith

Senior Management

Nancy Nicholls
Paul Shewfelt

ELEMENTARY/SECONDARY

1. PROBATIONARY STAFF APPOINTMENTS

(a) (i) That Donna Hudzieczko (E) be re-appointed to the Probationary Staff, effective 1995 09 01 (.8), with salary according to the salary schedule. **Replacement**

(ii) That Sharon Paterson (E) be appointed to the Probationary Staff, effective 1995 09 01 (.5), with salary according to the salary grid. **Replacement**

2. PERMANENT STAFF APPOINTMENTS

(a) That the following secondary teachers be re-appointed to the Permanent Staff, effective 1996 09 01, with salary according to the salary schedule:

Jeremy Abrahams
Zaitoon Adatia
Arlene Albrich
David Andrus
Mary Arnold
Maureen Ash
Tracey Austin
Joseph Bajkor
Terrence Beaupre
Philip Beard
Lorenzo Binotto
Lori Bourassa
Douglas Bishop
John Blackmore
Lisa Borkovich
John Bradley
Sharon Bray

Melinda Lula
Donna MacKenzie
Jeffrey Mackness
Janice Maikawa
Joan Massey
Joseph May
Lisa May
Deborah McAlpine
Jennifer McConnell
Patricia McCulloch
Janine McCullough
Patricia McEachren (.67)
Darlene McFadden-Hart
Darlene McIlveen
Neil McIlveen
Margaret McInerney
Jeannine McIsaac

Peter Brent
Virginia Brisbin, (.5)
Richard Brooks
Marilyn Brown
Robert Bukvic
John Calderwood
William Challis
Gordon Cillis
Helen Charalambopoulos
Peter Cipriani
Karen Ciprietti
Joni Lee Clark
Jane Clouston
Carrie Collins
Theodore Connor
Bruce Cooke
Isabel Copeland
Glenn Cooke
Assunta Consoli
Angelo Costanzo
Leslie Cramer (.83)
Louise Creaghan
Arthur Cseresnyes
Silvia D'Agruma
Paul Daignault
Ghislaine Dean
Jyoti deHaan
Richard Piet
Gary Deveau
Rita DiCenzo, (.83)
Frances Dilorio
Kathryn Dilar
Nicolino DiLeo
Nishat Din
Suzanne Dube
Norma Ducau
Kathryne Duguay
Stephen Dunn
Caryl Durst
Elysia Dywan, (.67)
Hans Eckart

Susan McKague
Richard McKinnon
Christine McKinty
Elizabeth McQueen
Dianne Merriam
Mark Miculan
Angela Middaugh
Tom Mlekuz
Heather Moffat
Jeffrey Moore
Reece Morgan
Louise Morissey, (.83)
Kathleen Morris, (.67)
Catherine Munro
Eileen Murgatroyd
Jane Murray
Norah Navin
Joanne Nicholls
John Niessen
Tessa Nieuwenhuis
Madiha Nolan
Gary Nolan
Donald Orsi, (.83)
Rose Orta
Roberta Pentland
Maria Persichini
Clodette Perri

Corie Pillinini
James Pirrie
Heinz Plessl
James Poot
Donna Prystie, (.83)
Michelyn Putignano
Ene Readyhough
Janice Reese
Mark Reese
Maria Rikic-McCarthy
Heidemarie Rinas
Sharon Roth
Delores Ruff

Michele Fairfield
Jeannine Falasca
Barbara Fraser
Robert Fraser
John Fredette
Randall Gallant
Eleanor Gallagher
Richard Gallo
Norine Galvin
Eileen Shannon
Brian Greig
Paul Guagliano
Denise Hagger
Mark Hamill
Lucy Jane Hannaford (.83)
Thomas Harber
Clare Hargreaves
Paul Hitchcock
Klaus Hoeg
Nancy Holmes, (.67)
Sandra Holmes
Jean Hughes, (.83)
Kim Hutt-Taylor
Dean Huyck
Wayne Inglehart
Katherine Joynt
George Karambelas
Laurel Karry
Paul Kislinsky
George Knill
Doreen Knowles
Ivan Kocmarek
Janice Kovar
Victoria Kudrenski
Stephen Lees
Maelly Lew
Heather Lewis
Patricia Loney
Betty Lukey
188.33 F.T.E.
193 Teachers

Patricia Rybski
Irene Sabat
Aleida Sanderson-Bagchus
John Scarcelli
Adele Schiedel, (.83)
Paula Scott
Keitha Seneco, (.83)
Jody Shaboluk
Susan Shaker

Anne Simpson (.83)
Kenneth Smith
Linda Smith
Lynsey Sober
Mark Spera
Marion Spino
Robert Spree
Kristina Stasiulis
Sharon Stephanian
Aleksandar Stosich
Martin Strobl
Kasturie Surat
John-Paul Szarak
Tara Tandan
Carol Taylor
Wayne Teicht
Jeffrey Thomas
Annette Tonogai
Beata Vertes
Michelle Visa-Facciuolo
Darlene Wall, (.83)
Radia Younes (.83)
Ernst Weinhardt
Robert Weiss
John Whitwell
Evelyn Wilkie, (.67)
Sidney Willford
Gail Williams, (.5)

6. RETIREMENTS

(a) That the Board approve payment of the Early Retirement Incentive Plan to the following employees in accordance with the Option Plans indicated below:

OPTION 1**Elementary Teachers**

Diane Bolton
Mary Gledhill
Janyce Hadala
Robert Moulton
Louis Quildon
Judith E. Robinson

Secondary Teachers

Boris Dusanowsky	Roger Rose
Wayne Elgie	Gordon M. Sloan
Edward R. Gillis	David Stallwood
Malcolm MacPhee	Paul Yakimoff

P.A.S.S.

Herb Hyland

OPTION 2**Elementary Teachers**

Elaine Aikman	Ian Leech
John Aikman	Victor Lepp
Eileen Alecock	Sandra MacDonald
Joan Allan	Peter McCarroll
Margaret Anderson	Walter Moir
E. Patricia Cudmore	Janet Norris
Linda Deachman	Jacqueline Odoni
Cornelia de Haan	Donald Oliphant
Helen Douglas	Sandra Ophoven
Jennifer Early	Margaret Parsons
Mildred Fair	Lenore Pastuzak
Ian P. Fraser	Audrey Petzold
Gary Gibson	Linda Redfearn
Arlene Grant	Nancy Ruddie-Hodson
John Gumbert	Arlene Sargeant

M. Penny Gumbert
Barbara Harper
Olga Hencher
Lyndia Hendry
Barbara Hennessy
Lily Hewins
Douglas Jarrett
Lois Kelly
Mary Kinsey
Shirley Knapman
Michi Koike

L. Ruth Simmons
Jane Steeves
John Steinberg
Gloria Stout
Elaine Twigg
Patricia Van Boom
Olga Warren
Wilmagale Watson
Raymond Wingfield
Judith Woods
Audrey Yegin

Secondary

Ken Ashcroft
George Augustin
Joseph Edward Axon
John V. Baxter
Gary Billings
Claudio Brunetti
Iris Chatten-Poot
William Clark
Mark Collington
Robert de Haan
Elmer Dipple
Robert Disher
Gerge Fischer
Douglas French
Alexandra Gall
Gary Gerth
Audrey Gleave
Gerald Hagen
Bruce Hall
William Hendry
John C. Hill
Margaret Iaquinto
Edward Maciulis
Sharon Mitchell
Terence Morgan
Joan Morse
William Muirhead
Graeme Newbigging

Catharine North
Larry Pitz
Crawford Potter
Arnold Rawana
William Robertson
Edward Rokowski
Elizabeth Rolland
Donald Roppel
Jim Ruddle
David Rutter
Hans Schlechta
Ronald Scherer
Bryan Schofield
Elmer Schurter
Arthur Sebastian
Arthur Shore
Evelyn Silver
Arnold Smiltnieks
Donald Spearin
Robert Stamp
Ethel Thayer
Elsie Thorn
Gladys Toze
Robert Wallace
P. Denis Weston
James Wilson
F. Shirley Winters
Wayne Young

O.C.T.U.

Katherine Aldgate
Deanna Binkley
Kathleen Brown
Mary M. Davies
Ileen Durant

Barbara Greenlee
Colleen Henderson
Marilyn Johnstone
Carol A. Lewis
Marjorie Wilkinson

Educational Assistants

Sandra Ballagh
Mary Beda
Dorothy McBride

O.P.E.I.U., Clerical

Marie Shwaluk

7. LEAVING EMPLOYMENT

(a) That the date 1996 08 31 for the following staff to leave the employ of the Board, be approved:

Donna Hudzieczko (E)
Sharon Paterson (E)

2 Elementary Terminations

Respectfully submitted

Board Room
1996 05 27

G. DARBY
Chairman

REPORT OF THE SALARY COMMITTEE

Present: Trustees Cunningham (Chairman), Mulholland and Stewart.

Official Present: D. Russon (Manager, Employee Relations).

The Committee recommends:

GENERAL

1. That the Board ratify the terms and conditions of the Memorandum of Agreement reached with Labourers' International Union of North America, Local 837, representing Building and Parking Security Guards at the Hamilton Board of Education (Page 210).

Respectfully submitted

Committee Room
1996 05 22

M. CUNNINGHAM
Chairman

**MEMORANDUM OF AGREEMENT
BETWEEN
THE BOARD OF EDUCATION FOR THE
CITY OF HAMILTON
AND
LABOURERS' INTERNATIONAL UNION OF NORTH
AMERICA, LOCAL 837**

- (1) The parties agree that the terms of this Memorandum shall constitute full settlement on all matters in dispute.
- (2) The parties agree that the agreed to language as specified in this Memorandum shall become effective the date of ratification by the Board.
- (3) The undersigned representatives agree to recommend acceptance of the terms of this Memorandum of Agreement to their respective principals.
- (4) The parties agree that within three (3) months of date of ratification of this Agreement, the Board will produce job descriptions for buildings security guards and parking security guards.
- (5) Any obvious errors or omissions in this document will be corrected in accordance with the negotiations and agreements reached between the parties.

Dated at Hamilton this 9th day of May, 1996.

ON BEHALF OF THE UNION

ON BEHALF OF THE BOARD

Article 3 Union Rights

3.04 Delete

Article 8 - Union Representation

Amend the word "appoint" to "elect" in the first line of 8.01

Article 10 - Leaves of Absence

10.01 Amend reference from three (3) months to five (5) months.

Article 12 - Bereavement Leave

12.04 Delete current 12.04

Article 13 Statutory Holidays

13.01 Renumber present 13.01 as 13.01 (a).

13.01 (b) New:

(b) An employee who is on a leave of absence without pay or off the active payroll when the recognized holiday falls shall not be entitled to holiday pay.

13.02 Renumber present 13.02 as 13.02 (a).

13.02 (b) New:

(b) An employee who is regularly scheduled to work less than thirty-five (35) hours per week and who is not regularly scheduled to work on the day that the holiday falls, shall receive one-half (1/2) a day's pay for the recognized holiday.

13.03 Delete

Article 16 Protective Clothing and Equipment

16.01 Delete entire article and renumber subsequent articles.

Article 17 Hours of Work

17.03 Amend to read:

The regular work week shall be forty (40) hours per calendar week.

Article 18 Overtime

18.01 Amend to read:

Overtime shall be paid for all hours worked over forty (40) hours per calendar week.

18.06 (New)

Payment for a recognized paid holiday shall not constitute hours worked in the calculation of overtime.

Article 20 Seniority

20.02 Amend to read:

The Board will maintain one seniority list by Hamilton Board of Education start date.

20.04 (b) Amend to read:

(b) amend reference from three (3) months leave of absence to five (5) months leave of absence.

20.06 Amend to read:

The seniority list shall be revised and posted in the workplace annually and a copy sent to the Union.

Article 21 - Lay-Off and Recall

21.02 New

Employees shall retain the right of recall for a period of fifteen (15) months from the date of displacement.

Article 28 Duration of Agreement

28.01 Amend dates to:

January 1, 1996 until December 31, 1997 (2 Year)

Letter of Agreement Re: Mandatory Retirement Age

Enter as new article in collective agreement

**LETTER OF AGREEMENT
BETWEEN
THE BOARD OF EDUCATION FOR THE
CITY OF HAMILTON
AND
LABOURERS' INTERNATIONAL UNION OF NORTH
AMERICA, LOCAL 837**

The parties agree that effective July 1, 1996, Mr. G. Burton will exercise his seniority rights and bump out the most junior employee in the bargaining unit.

The junior employee will be placed on the spare list and be subject to recall rights in accordance with Article 21.02. In the event that a vacancy occurs within the recall period, this employee will be able to exercise his seniority rights in accordance with this Agreement.

Dated at Hamilton this 9th day of May, 1996.

ON BEHALF OF THE UNION

ON BEHALF OF THE BOARD

**MINUTES OF THE SPECIAL MEETING OF
THE BOARD OF EDUCATION**

Board Room
Education Centre
1996 06 06

The Board met.

Present: Trustees Stewart (Chairman), Bishop, Cunningham, Darby, Desmarais, Gage, Hill, Johnstone, Lowe, Mulholland, Orban, Paquin, Patenaude and Rogers.

Officials Present: P. Shewfelt (Superintendent of Financial Services and Treasurer and Secretary Pro Tem), E. Bond (Superintendent of Program), R. Binns (Superintendent of Human Resources), P. Gillie (Superintendent of Administrative and Operational Services) and F. Cooke (Assistant Superintendent, Program).

The Board met in-camera prior to the public session and the following action was taken.

In the absence of the Director of Education and Secretary, the Chairman called for nominations for Secretary Pro Tem.

Moved by Miss Cunningham, seconded by Mrs. Hill: That Superintendent Shewfelt be Secretary Pro Tem. Carried.

The Secretary Pro-Tem noted that regrets for not being able to attend this evening's meeting were received from Trustees Hicks, Korz, Johnston and Rodgeron .

Other action taken by the Board is not included in this public record of the in-camera session as per Section 207 (2) (b) of the Education Act.

The public meeting convened at 21:25 hours.

GENERAL

Moved by Mrs. Hill, seconded by Canon Rogers: That the General Part of the Report of the Special Meeting of the Operations and Finance Committee be adopted. Carried.

ELEMENTARY/SECONDARY

Under New Business, it was moved by Mr. Mulholland, seconded by Mr. Stewart: That the Board recall up to 141 of the Elementary teachers who were presented with layoff notices.

Noting that this item was not on the agenda, the Chairman called for but did not receive the required two-thirds majority vote to consider the motion.

The meeting then adjourned.

Adopted as presented.

.....
Chairman

REPORT OF THE SPECIAL MEETING OF THE OPERATIONS AND FINANCE COMMITTEE

Present: Trustees Hill (Chairman), Desmarais, Lowe, Orban, Rogers and Stewart.

Also Present Trustees Bishop, Cunningham, Darby, Gage, Johnstone and Mulholland.

Officials Present: P. Shewfelt, Superintendent of Financial Services and Treasurer and Secretary Pro Tem; R. Binns, Superintendent of Human Resources and P. Gillie, Superintendent - Administrative and Operational Services

The Committee recommends:

GENERAL

1. That the Report regarding the Tender for Renovation - Phase 2 of Glendale Secondary School be received for information and the following recommendations be approved:

(a) That a contract be awarded to Porteous - Hardcastle Construction Ltd. in the amount of \$1,477,000.

(b) That funds for this project be provided in the amount of \$2,120,000.

(c) In accordance with Ontario Regulation 265/94, the Superintendent of Financial Services and Treasurer has updated the Debt and Financial Obligation Limit of the Board, using current interest rates, and has determined that the estimated annual amount payable in each year in respect of the Glendale Secondary School Renovation Phase II, would not cause the Board to exceed the updated Limit.

That pursuant to the provisions of Part IX, Section 235, subsection 1, of the 1995 Education Act, the Superintendent of Financial Services and Treasurer be authorized to make application to the Council of the Regional Municipality of Hamilton-Wentworth for the issue and sale of debentures for the Glendale Secondary School

Renovation Phase II on the credit of said Regional Municipality in the amount of \$2,120,000 with repayment term not to exceed twenty (20) years and that the appropriate By-Law for the said purpose to be passed by the Council of the said Regional Municipality.

Respectfully submitted

Board Room
1996 06 06

S. HILL
Chairman

**MINUTES OF THE SPECIAL
MEETING OF THE BOARD OF EDUCATION**

Board Room
Education Centre
1996 06 12

The Board met.

Present: Trustees Stewart (Chairman), Bishop, Cunningham, Darby, Desmarais, Gage, Hicks, Hill Johnstone, Korz, Mulholland, Orban and Rogers

Officials Present: D. Goodridge (Director of Education and Secretary), R. Binns (Superintendent of Human Resources), P. Shewfelt (Superintendent of Financial Services & Treasurer), P. Gillie (Superintendent - Administrative and Operational Services), N. Nicholls (Superintendent of Schools - Mountain), E. Bond (Superintendent of Program), M. Quinn (Superintendent of Schools - Lower City), S. Thompson (Assistant Superintendent of Schools - Lower City) and M. Matier (Assistant Superintendent of Schools - Mountain).

The Secretary noted regrets for being unable to attend this evening's meeting were received from Trustees Johnston, Paquin and Rodgerson.

Moved by Mr. Darby, seconded by Mr. Hicks: That the Elementary/Secondary Part of the Special Report of the Personnel and Organization Committee be adopted. Carried.

The meeting then adjourned.

Adopted as presented.

.....
Chairman

SPECIAL REPORT OF THE PERSONNEL AND ORGANIZATION COMMITTEE

Present: Trustees Darby (Chairman), Cunningham, Hicks, Korz and Stewart.

Also Present: Trustees Bishop, Desmarais, Gage, Hill, Johnstone, Mulholland, Orban, and Rogers.

Officials Present: D. Goodridge (Director of Education and Secretary), R. Binns (Superintendent of Human Resources), P. Shewfelt, Superintendent of Financial Services & Treasurer), P. Gillie (Superintendent - Administrative and Operational Services), E. Bond (Superintendent of Program), M. Quinn (Superintendent of Schools - Lower City), S. Thompson (Assistant Superintendent of Schools - Lower City) and M. Matier (Assistant Superintendent of Schools - Mountain).

The Committee recommends:

ELEMENTARY/SECONDARY

1. That the following recommendations of the Superintendent of Human Resources be approved:

2. PERMANENT STAFF

(a) That the following Elementary teachers be re-appointed to the Permanent Staff, effective 1996 09 01, with salary according to the salary schedule:

Tracy Allan
Biljana Arsovic Filice
Josee Bergeron-Scibetta
Mark Berneche
Theresa Berhardt
Erin Birch-Jones
Sandra Bonbled
Catherine Bresnahan
Rose Cantagalli

Catherine Magowan
Dee Maharajh
Barbara Maniel
Kathryn Maudsley
Robert Maudsley
Hermon Mayers
Sandra McCormick
Rodney McHaffie
Patrick McKenna

Julie Capretta
Rhonda Chaimovitz (.5)
Arlene Charters
Lesley Chiasson
Sharron Ciannavei
Adrianne Cimba
Willam Constable
Nancy M. Cooper
Kathryn Cornett
Glenn Corriveau
Rita Corsini (.7)
Susanna Costa-Popovich
Suzanne Crossgrove
Mark Cuicani
Angela Cutulle
Francoise Cyr (.5)
Franciska Daines
Eirlys Davies
Donna Day
Carol DeSoer
Jamie Dianda
Laura DiMatteo
Darlene DiSalvia
Deborah Finn-Flaherty
Margaret Fong
Leslie Francey
Sylvie Francis
Paul Giacomelli
Irene Gibb
Edward Gondar
Lynette Gossen
Kelly Grace
Loriann Graff
Alisa Greve
Kenneth Hammond
David Harper
John Hashimoto
Laura Helt
Douglas Ho
Lauren Howard
William Hutchinson

Melanie McPherson
Brian McVittie
Margaret Mete
Angela Migliore
Carol Moffatt
Kathleen Moir
Monica Moran
Susan Morrone
Barbara Moskaluk
Gregory Motolanez
Tara Opie
Michelle Paquette
Sandra Patterson
Nancy Peirce
Judith Penner
Theodosia Perry
Cynthia Philip (.5)
Elaine Pilgrim-Susi
Margaret Plant
Brian Playfair
Lynda Pollock
Sharon Rattray
Scott Read
Lisa Read
Wendy Reeson
Lisa Reynolds
Suzanne Rich
Deanna Richardson
Anita Ridderstap
Susan Rodgers
Gregory Rogers
Antonietta Romanow
Cynthia Schien
Racheleine Seidelman
Scott Sincerbox
Gail Slater
Mary Sobota
Edward Stodulka
Nanci-Jane Stringer
Joan Sybersma
Madeleine Tanglao-Dwyer

Susan Jackson-Bosher
Heather Kaine
Betty Kalafatis
Debra Kerr-Pendlebury
Bonnie Kinal
Kathryn Kohler
Karen Koop
Kelly Kowalchuk
John Kozolanka
Lynn Krusto (.7)
Cynthia Lea
Joanne Lovell
Valerie Lowrey
Christine Ludkin

David Thierry
Jacqueline Trapp
Sharon Turner
Fiona Valiquette
Abe VanderLaan
Catherine Wallace
Susan Ward
Julie Warriner
K. Rose-Anne Watt
Penny White
Scott Whittington
Kenneth Williams
Janet Wolfe
Brenda Wood-Martin

125.9 F.T.E.

128 Teachers

3. **PROMOTIONS**

(a) (i) That Ronald Halmos (S) be appointed to the position of Acting Principal of a Secondary School, effective 1996 09 01, with salary according to the salary schedule.

(ii) That the following teachers be appointed to the position of Acting Principal of a Secondary School, effective 1996 09 01, with salary according to the salary schedule:

David Hutton (S)
Robert McGall (S)
Replacements

(iii) That the following teachers be appointed to the position of Acting Vice-Principal of a Secondary School, effective 1996 09 01, with salary according to the salary schedule:

Errol Ellis (S)
Carol Ramberan (S)
Replacements

(iv) That Lillian Somerville (E) be appointed to the position of Acting Vice-Principal of an Elementary School, effective 1996 09 01, with salary according to the salary schedule.

Replacement

(v) That the following teachers be appointed to the position stated, effective 1996 09 01, with salary according to the salary schedule:

James Braun (S) (Assistant Head of Department - Science)
Glen Cooke (S) (Assistant Head of Department - Science)
Gary Deveau (S) (Head of Department - Technological Studies)
Hans Eckart (S) (Head of Department - Business)
Klaus Hoeg (S) (Assistant Head of Department - Technological Studies)
Heather Lewis (S) (Assistant Head of Department - Business)
Susan Little (S) (Assistant Head of Department - English)
Heather Moffat (S) (Assistant Head of Department - Science)
Richard Moll (S) (Head of Department - History)
John Paul Morrison (S) (Head of Department - English)
Gary Nolan (S) (Assistant Head of Department - English)
Maria Persichini (S) (Assistant Head of Department - Science)
Steven Popek (S) (Assistant Head of Department - Guidance)
Jody Shaboluk (S) (Head of Department - Visual Arts)
Kenneth Smith (S) (Assistant Head of Department - Technological Studies)
Marian Spino (S) (Head of Department - Business)
Sharon Stephanian (S) (Head of Department - Business)
Anthony Viola (S) (Assistant Head of Department - Business)
Michelle Visca-Facciuolo (S) (Assisant Head of Department - Business)

18 Replacements

1 Contract Compliance

2. That the Report regarding Elementary and Secondary Vice-Principal and Principal Candidates Eligible for Promotion be received for information and the following recommendation be approved:

a) That the Elementary and Secondary Vice-Principal and Principal List be approved and that this list become the Approved for Promotion List.

Elementary Vice-Principal

T. Charles Buttle
Ruth Ann MacFarlane
Adele Rayment
Lillian Somerville
Susan Ward
Margaret Willett

Secondary Vice-Principal

Errol Ellis
Theodore Kocznur
Carol Ramberan

Elementary Principal

Terese Gallagher
Kenneth Griffin

Secondary Principal

David Hutton
Robert McGall

3. That the following "Interim and Future Twinning Plan" for September, 1996 be approved:

INTERIM PLAN: SEPTEMBER, 1996

Lisgar and Ryckman's Corners
Peace Memorial and Norwood Park
Hillsdale and Hillcrest
Queensdale and Buchanan Park

TWINNING PLAN

Hess and Central (Sept. 96)
Earl Kitchener and Allenby (Sept. 96)
Ryckman's Corners and Helen Detwiler (Future)
Strathcona and G. R. Allan (Future)
Queensdale and Linden Park (Future)
Fairfield and Lloyd George (Future)

Respectfully submitted

Board Room
1996 06 12

G. DARBY
Chairman

MINUTES OF THE BOARD OF EDUCATION

Board Room
Education Centre
1996 06 20

The Board met.

Present: Trustees Stewart (Chairman), Bishop, Cunningham, Darby, Desmarais, Gage, Hicks, Hill, Johnston, Johnstone, Korz, Lowe, MacDonald, Mulholland, Orban, Paquin, Patenaude, Rodgeron and Rogers.

Officials Present: D. W. Goodridge (Director of Education and Secretary), P. Shewfelt (Superintendent of Financial Services and Treasurer), R. Binns (Superintendent of Human Resources Services), P. Gillie (Superintendent of Administrative and Operational Services), M. Quinn (Superintendent of Schools - Lower City), R. Lavoie (Superintendent of Schools, French as a First Language), F. Cooke (Assistant Superintendent, Program), M. Matier (Assistant Superintendent of Schools, Mountain) and S. Thompson (Assistant Superintendent of Schools, Lower City).

A moment of silence was observed in the memory of the late Barbara Murdoch, Computer Operator and an employee for 13 years.

The Chairman then presented an Outstanding Achievement Award to Liu Yang, a student at Sir John A. Macdonald Secondary School, in recognition of her achievement as a provincial champion in the Grade 11 Fermat Contest.

Representatives from the following program and schools were presented with Environmental Recognition Certificates by their Ward Trustees:

- Y.E.S. (Youth Environment Society from Westmount Secondary School) for receiving the Hamilton Regional Conservation Authority Youth Award;
- Glen Echo, Lloyd George and Sir Isaac Brock Schools for being declared an Environmental Green School by the SEEDS Program;

- Glen Echo, Lisgar, A.M.Cunningham, Hess and Woodward Schools for reaching Jade School Status in the SEEDS Program;
- Gordon Price and Sir Wilfrid Laurier Schools for reaching Emerald School Status in the SEEDS Program;
- Gordon Price School for reaching Earth School Status in the SEEDS Program.

On behalf of the SEEDS Foundation, Superintendent Gillie presented a certificate to the Chairman in recognition that the Hamilton Board of Education has been designated an Environmental Silver School Board.

Moved by Ms. Orban, seconded by Mr. Darby: That the minutes of the last regular meeting of 1996 05 27 and special meetings of 1996 05 27, 1996 06 06 and 1996 06 12 be adopted as presented. Carried.

The Secretary read notes of thanks for the Board's expressions of sympathy from the families of Steve Oneschuk and Mercedes Levac. He then drew the members' attention to the correspondence attached to the agendas.

Moved by Miss Cunningham, seconded by Mrs. Bishop: That the correspondence be dealt with as follows:

1. That the letter from the Kent County Board of Education regarding Federal rebates on the Goods and Services Tax expenditures be received and filed and that the Director of Education and Secretary send a letter supporting this action.

2. That the letter from the Kent County Board of Education regarding amendments to the Federal Copyright Act be received and filed and that the Director of Education and Secretary send a letter of support and appreciation.

3. That the letter from the Ontario Association for Counselling and Attendance Services regarding Habitual Absence Legislation be referred to the Superintendent of Program and that a verbal report be presented to the appropriate Standing Committee in September, 1996.

4. That the resolution from the Essex County Board of Education regarding a petition for change in bus laws be received and filed.

5. That the resolution from the Essex County Board of Education regarding the Ontario Software Acquisition Program be supported and referred to the Superintendent of Administrative and Operational Services for a verbal report to the appropriate Standing Committee in the Fall as to what would suit the needs of this Board.

6. That the Fast Report from the Ontario Public School Boards' Association regarding "SchoolNet" be referred to the Superintendent of Administrative and Operational Services for observation and comments and that a verbal report be presented to the appropriate Standing Committee.

7. That the letter from Trustee Korz regarding his resignation from the Rules and Regulations Committee be received and filed.

Items 1., 2., 3., 5. and 8. were put to a vote and were Carried.

Item 6. was put to a vote and was Carried.

Item 4. was put to a vote and was Carried.

Item 7. was put to a vote and was Carried.

Committee reports were presented as follows:

Program Committee - Mrs. Bishop

Operations and Finance Committee, regular and special -
Mrs. Hill

Personnel and Organization Committee - Mr. Darby

Moved by Mrs. Bishop, seconded by Miss Cunningham: That the General Part of the Report of the Program Committee be adopted. Carried.

Moved by Mrs. Hill, seconded by Ms. Patenaude: That the General Part of the Report and Special Report of the Operations and Finance Committee be adopted.

Trustee Gage declared a conflict of interest relative to Clause 2. of the regular report and stated he would neither debate nor vote on the issue.

The Chairman called a separate vote on Clause 2. and it was Carried.

The remainder of the report was put to a vote and was Carried.

Moved by Mr. Darby, seconded by Ms. Orban: That the General Part of the Report of the Personnel and Organization Committee be adopted.

Trustee Mulholland declared a conflict of interest relative to Clause 1. and stated he would neither debate nor vote on the issue.

The Chairman called a separate vote on Clause 1. and it was Carried.

Several trustees rose to speak to the retirement of Superintendent Shewfelt citing his outstanding abilities in the area of finance and his part in helping to build the finest educational system in Ontario.

The remainder of the report was put to a vote and was Carried.

In pursuance of his notice of motion given at the previous meeting, it was moved by Mr. Korz, seconded by Mrs. Johnstone: That the Hamilton Board of Education petition the Minister of Education to introduce measures to allow during lunch periods in public schools instruction in the religious doctrines of families who seek such programs, and that such instruction be allowed to be presented by clergy and other recognized religious leaders and that the Hamilton Board of Education seek the support of the Ontario Public School Boards' Association and other boards across Ontario.

In speaking to the motion, Trustee Korz noted that the Education Act defines the lunch period as part of the school day; however, the Minister of Education and Training has indicated he is revisiting this issue and some direction can be expected. Adding that there are those who are interested in offering such programs, he offered that these programs would be user-driven, participation would be voluntary and they would operate at no cost to the Board.

Stating he was not in opposition to the motion but in deference to the other issues before the Board this evening, it was moved in amendment by Mr. Darby, seconded by Mrs. Hill: That this motion be tabled. Carried.

Under New Business, Trustee Bishop referenced a memorandum sent to Secondary School Principals regarding the program delivery to students who are 21 years of age and older.

Superintendent Cooke read the 1996 06 04 memo from the Superintendent of Program, noting that there are some aspects of this direction that are part of salary negotiations.

Trustee Bishop suggested that administration has made decisions which impact on policy and which were not shared with trustees.

Contending that exceptions are made for other specialized programs such as dental technician, it was moved by Mrs. Bishop, seconded by Dr. Johnston: That adult students aged 21 years be allowed to register in September at Sir John A. Macdonald and Scott Park Secondary Schools where class size permits in Semester I.

In response to a question as to why this issue was being raised at the Board, the Chairman noted that he had approved the agenda item as providing an opportunity for asking questions.

Moved in amendment by Mrs. Hill, seconded by Mr. Darby: That this motion be referred to the Program Committee.

The Chairman agreed that this was of Elementary/Secondary jurisdiction.

Trustee Darby called the question on the amendment and it was Carried.

The amendment was put to a vote and was Carried.

Trustee Desmarais then updated the members on negotiations regarding a lease with the Hamilton-Wentworth Separate School Board for Georges-P.-Vanier Secondary School, indicating that negotiations are proceeding towards the goal of maintaining one school for the French Language community.

The Chairman assured the members that any specific direction will be brought to the Board prior to any action being taken.

Moved by Mr. Darby, seconded by Miss Cunningham: That the November meeting of the Board be held on Thursday, 1996 11 28

The Chairman noted that the motion is intended to move the November meeting out of the week when Grey Cup festivities are being held in Hamilton.

The motion was put to a vote and was Carried.

The Chairman expressed appreciation to Trustee Mulholland for filling in on the Salary Committee when needed this past Spring in order to maintain a quorum for the Committee's work.

Moved by Mr. Gage, seconded by Ms. MacDonald: That the Chairman of the Board appoint a trustee to fill the vacancy on the Rules and Regulations Committee for the year ending 1996 11 30. Carried.

FRENCH LANGUAGE SECTION

Presentation of Report - Mr. Desmarais

Moved by Mr. Desmarais, seconded by Mr. Paquin: That the Report and Special Report of the French Language Section be adopted. Carried.

ELEMENTARY/SECONDARY

The Secretary drew the members' attention to the correspondence from Hamilton Principals' Association re Student and Employee Wellness.

Moved by Dr. Johnston, seconded by Ms. MacDonald: That this correspondence be referred to the Operations and Finance Committee. Carried.

Moved by Mrs. Bishop, seconded by Mr. Gage: That the Elementary/Secondary Part of the Report of the Program Committee be adopted. Carried.

Moved by Mrs. Hill, seconded by Mr. Darby: That the Elementary/Secondary Part of the Report of the Operations and Finance Committee be adopted.

Trustee Cunningham asked that Clause 3. be dealt with separately.

Trustee Cunningham noted that this item arises out of budget deliberations. The Board is now facing a \$5m shortfall that was expected to be achieved through negotiations. As Chairman of the Salary Committee, she extended an invitation to the elementary branch affiliates to return to the bargaining table as soon as possible to attempt to resolve this problem.

Moved in amendment by Miss Cunningham, seconded by Mrs. Hill: That Clause 3. be tabled.

The Chairman responded to a question that Special Meetings of the Personnel and Organization and the Operations and Finance Committees and Board have been scheduled for Thursday, 1996 06 28. He confirmed these meetings would be open to the public.

The amendment was put to a vote and was Carried.

The Chairman referenced the petitions the Board has received and indicated they will be dealt with on Thursday, 1996 06 28.

The remainder of the report was put to a vote and was Carried.

Moved by Mr. Darby, seconded by Dr. Johnston: That the Elementary/Secondary Part of the Report of the Personnel and Organization Committee be adopted. Carried.

Under New Business, it was moved by Dr. Johnston, seconded by Ms. MacDonald: That the Report on Wellness (referenced in the correspondence from the Hamilton Principals' Association) be referred to the Operations and Finance Committee.

The Chairman noted that two-thirds majority would be required to consider the motion and the required majority vote was not received.

The Chairman noted that Trustee Sue Rodgers was present at this Board meeting and the agenda item referencing Section 229 (1) of the Education Act was, therefore, not necessary.

The meeting then adjourned.

Adopted as presented.

.....
Chairman

**REPORT OF THE
FRENCH LANGUAGE SECTION
FIFTH REPORT**

Present: Trustees Desmarais (Chairman), Paquin and Patenaude.

Officials Present: R. C. Lavoie (Superintendent of Schools, French as a First Language), L. Veerman (Budget Manager) and M. Newman (Budget Analyst).

The French Language Section recommends:

1. That the 1996 Allocation of Revenues under Bill 75 for the French Language Section be received for information.

2. That the following recommendations of the Superintendent of Schools, French as a First Language be approved as presented to the members:

A. STAFFING

1. Probationary Staff Appointment(s) - Nil

2. Permanent Staff Appointment(s)

That the following teachers be reappointed to permanent staff effective 1996 09 01 with salary according to the salary schedule:

Lise Beaulac

Clément Bonin

Guy Bultez

Michelle Lapointe

Denis Evans-Fournier

Denise Gauthier

René Gauthier

Ann Gibson

Serge Giguère

François Giroux

Gabrielle Labrosse

Pierrette Cayen

Lesly Dorcé

Oscar Parent

Rosaire Provencher

Jean-Baptiste Séide

Linda Simeoni

Raynald Trudel

3. That the News Release from the Ministry of Education and Training dated 1996 04 12 re Business Plans re-shape Government, save Costs be received for information.

4. That the Report from the Ontario French Language Trustees' Association (AFCSO) dated April 1996 re the 1996 03 16 meeting be received for information.

5. That the Memorandum from the Ontario French Language Trustees' Association (AFCSO) dated 1996 04 16 re Request for Funding - Alfred College be received for information and that a letter of support be forwarded to the Minister responsible for Francophone Affairs.

6. That the News Release from the Ontario French Language Trustees' Association (AFCSO) dated 1996 05 08 re Another Consultation be received for information.

7. That the letter from The Halton Board of Education dated 1996 05 10 re En Bloc Transfer be received for information and that a reply letter be forwarded to Mr. Barrett at the Halton Board of Education.

8. That the letter from École secondaire Georges-P.-Vanier dated 1996 05 02 re Enrolment and Bill 30 be received for information.

9. That the letter from the Ottawa-Carleton Board of Education dated 1996 04 29 re Support of the amendment to the 1949 Constitution be received for information.

10. That the document from the Projet d'étude sur la restructuration de l'éducation publique de langue française dans la région du Grand Toronto dated 1996 04 27 re Presentation to the members of the Ontario French Language Trustees' Association be received for information.

11. That the Report on the Annual Review of Special Education Programs & Services be approved and forwarded to the Ministry of Education and Training.

12. That the Report on the School Council Policy be approved and forwarded to the Ministry of Education and Training.

13. That the Report on « Aménagement linguistique » Policy (Equivalent to ESL) be approved and forwarded to the Ministry of Education and Training.

14. That the Report on the 1996-1997 School Year Calendar - Georges-P.-Vanier be deferred to a later meeting.

Respectfully submitted

Conference Room
St-Thomas-d'Aquin
1996 06 04

JEAN DESMARAIS
Chairman

RAPPORT DE LA SECTION DE LANGUE FRANÇAISE CINQUIÈME RAPPORT

Étaient présents : M. Jean Desmarais (président), M. Hubert Paquin (conseiller scolaire), Mme Marie Patenaude (conseillère scolaire).

Administrateurs présents : M. R. C. Lavoie (Surintendant des écoles de langue française), Mme L. Veerman (Gérante, Budget) et M. M. Newman (Analyste, Budget).

La Section de langue française recommande :

1. que les recettes estimées selon le projet de loi 75 de la Section de langue française soient reçues à titre d'information.

2. que les propositions du Surintendant des écoles de langue française soient approuvées tel que présenté aux membres :

A. DOTATION EN PERSONNEL

1. **Nomination(s) du personnel stagiaire** - Aucune

2. **Nomination(s) du personnel permanent**

Que les enseignantes et enseignants mentionnés ci-dessous soient renommés au personnel permanent à partir du 1er septembre 1996 selon les conditions de l'entente en vigueur:

Lise Beaulac

Clément Bonin

Guy Bultez

Michelle Lapointe

Denis Evans-Fournier

Denise Gauthier

René Gauthier

Ann Gibson

Serge Giguère

François Giroux

Gabrielle Labrosse

Pierrette Cayen

Lesly Dorcé

Oscar Parent

Rosaire Provencher

Jean-Baptiste Séide

Linda Simeoni

Raynald Trudel

3. que le communiqué du ministère de l'Éducation et de la Formation en date du 12 avril 1996 : Objet : Les plans d'activités réorganisent le gouvernement et permettent d'économiser soit reçu à titre d'information.

4. que le rapport de l'Association française des conseils scolaires de l'Ontario en date du mois d'avril 1996 : Objet : Rencontre du 16 mars 1996 soit reçu à titre d'information.

5. que la note de service de l'Association française des conseils scolaires de l'Ontario en date du 16 avril 1996: Objet : Demande d'appui - Collège d'Alfred soit reçue à titre d'information et qu'une lettre d'appui soit acheminée au Ministre responsable des Affaires francophones.

6. que le communiqué de l'Association française des conseils scolaires de l'Ontario en date du 8 mai 1996 : Objet : Une autre consultation soit reçu à titre d'information.

7. que la lettre du Conseil de l'éducation de Halton en date du 10 mai 1996 : Objet : Transfert en bloc soit reçue à titre d'information et qu'un accusé réception soit acheminé à M. Barrett au Conseil de l'éducation de Halton.

8. que la lettre de l'École secondaire Georges-P.-Vanier en date du 2 mai 1996 : Objet : Inscriptions à Vanier et la Loi 30 soit reçue à titre d'information.

9. que la lettre du Conseil des écoles publiques d'Ottawa-Carleton en date du 29 avril 1996 : Objet : Appui à l'amendement de l'entente constitutionnelle de 1949 soit reçue à titre d'information.

10. que le document du Projet d'étude sur la restructuration de l'éducation publique de langue française dans la région du Grand Toronto en date du 27 avril 1996 : Objet : Présentation aux membres de l'Association française des conseils scolaires de l'Ontario (AFCSO) soit reçu à titre d'information.

11. que le rapport sur la Révision annuelle du plan pour l'enfance en difficulté soit approuvé et acheminé au ministère de l'Éducation et de la Formation.

12. que le rapport sur la politique du Conseil d'école soit approuvé et acheminé au ministère de l'Éducation et de la Formation.

13. que le rapport sur la politique d'aménagement linguistique soit approuvé et acheminé au ministère de l'Éducation et de la Formation.

14. que le rapport sur le calendrier scolaire 1996-1997 - Georges-P.-Vanier soit remis à une prochaine réunion.

Respectueusement présenté,

Salle de conférence
St-Thomas-d'Aquin
le 4 juin 1996

JEAN DESMARAIS
Président

REPORT OF THE PROGRAM COMMITTEE FIFTH REPORT

Present: Trustees Bishop (Chairman), Gage, Johnstone, Mulholland, Patenaude, and Stewart.

Also Present: Trustees Cunningham, Darby, Desmarais, Hill, Lowe, Orban, and Rogers.

Officials Present: E. Bond (Superintendent of Program), P. Shewfelt (Superintendent of Financial Services and Treasurer and Secretary Pro-Tem), P. Gillie (Superintendent - Administrative and Operational Services), and F. Cooke (Assistant Superintendent of Program).

The Committee recommends:

GENERAL

1. (a) That the Behaviour Resource Team Report for the Transition Years 1995-1996 be received for information.

(b) That the staffing allocation for this team be maintained.

2. That the Verbal Updates on Learning Centres and Public Meetings re Special Education Program Delivery be received for information.

3. That the Annual Report on the Environmental Policy be received for information and the following recommendations be approved:

(a) That the Annual Report on the Environmental Policy be continued.

(b) The partnership for an east end Environmental Centre be supported in principle and an update come back to the Program Committee.

4. That the Report re Textbook and Learning Material Approval as per Circular 14 be received for information and the following recommendation be approved:

(a) That the names of the texts and learning materials as listed be approved for use in elementary and secondary schools and be added to the existing list of texts and learning materials previously approved by the Board of Education for the City of Hamilton.

5. That the Verbal Update on the Model for the Future "Adjustment Services Department" be received for information.

ELEMENTARY/SECONDARY

1. That the System and School Summaries of Grade 3 and Grade 6 Students' Results on the Canadian Achievement Tests (2nd Edition), 1995-96 be received for information.

Respectfully submitted

Board Room
1996 06 06

J. BISHOP
Chairman

**REPORT OF THE
OPERATIONS AND FINANCE COMMITTEE
SEVENTH REPORT**

Present: Trustees Hill (Chairman), Desmarais, Lowe, Orban, Rogers and Stewart.

Also Present: Trustees Bishop, Cunningham, Darby, Gage, Hicks, Johnstone and Mulholland.

Officials Present: D. Goodridge (Director of Education and Secretary), P. Shewfelt (Superintendent of Financial Services and Treasurer), R. Binns (Superintendent of Human Resources), P. Gillie (Superintendent of Administrative and Operational Services), M. Quinn (Superintendent of Schools - Lower City), N. Nicholls (Superintendent of Schools - Mountain), R. Lavoie (Superintendent of Schools - French as a First Language), M. Matier (Assistant Superintendent of Schools - Mountain) and S. Thompson (Assistant Superintendent of Schools - Lower City).

The Committee recommends:

GENERAL

1. That the School Council Update be received for information.

2. That the Update on Energy Management Plan be received for information and the following recommendations approved:

(a) That the firm of Proctor and Redfern be appointed to assist in the process of preparing a Prequalification Request and Request for Proposal for an Energy Service Company (ESCO) and in evaluating the proposals for the Energy Committee to select one ESCO.

(b) That the consulting service be funded in 1996 from the existing approved remuneration budget for Plant.

(c) That the Energy Committee prepare and issue an RFI (prequalification) followed by an RFP (Request for Proposal) for an Energy Performance Contract for the Hamilton Board in order to make recommendations for an Energy Management Plan.

3. That the Report re Employee Benefits (Proposal from Carrier) - Shared Services Initiatives through the Ontario Public School Boards Association be received for information and the following recommendation approved:

(a) That no action be taken at the present time with respect to changing carriers for employee benefits.

4. That the Reports re School Year Calendars and Holiday Schedule for the Education Centre and Secondary School Offices be deferred to a Special Meeting of the Operations and Finance Committee.

5. That the Annual Report on System Safe Schools Program be received for information and the following recommendations approved:

(a) That the I.D. system be introduced in JK-5 schools on a voluntary and cost-share subsidized basis (max. \$100.00/school) and that a committee of Middle School and Secondary School principals be established to explore the necessity and feasibility of this program in Middle and Secondary schools.

(b) That as soon as Bill C-37 is approved, a protocol for information sharing relative to violent young offenders be established between the Hamilton Board of Education and the Office of the Crown Attorney.

(c) That the "Support Materials for Expelled Students" be provided to expelled students as a means of support and that no further action be taken at this time to establish a centre and/or program for expelled students.

(d) That the Safe Schools "At-risk Subcommittee" continue to explore alternatives to program for "at-risk" students as another preventative strategy.

(e) That a pilot K-8 school be selected to develop a Crisis Management protocol for elementary schools.

6. That an ad hoc Transportation Committee be struck to consist of five members appointed by the Chairman of the Board; that the mandate of the Committee be to consider: (a) Tri-Board Transportation Study and (b) Status Report on Student Transportation and that a report be brought back to the October meeting of the Operations and Finance Committee.

7. That the verbal update re 1996 03 21 Final Report of the Transportation [Special Education] Working Group be received for information and the following recommendations approved:

(a) That the proposed reduction in transportation costs for the English as a Second Language, Swimming, Roller Skating, Bowling, Other School Trips, Alternate Care and Design and Technology and Family Studies programs be implemented to realize the projected savings.

(b) That no action be taken on the Junior and Senior Kindergarten Noon-Hour Runs.

(c) That the Final Report of the Transportation [Special Education] Working Group be referred to the Transportation Committee for a review.

8. That the Report re Video Cameras on School Buses be received for information and the following recommendation approved:

(a) That a video camera be employed on school buses on a pilot basis at the request of the principal and that a review occur in December 1996.

9. That the Report re Review of the Budget Analysis Committee be received for information and the following recommendation approved:

(a) That Chairs of the Standing Committees with the Chairman of the Board or designate meet with Senior Management and bring a report to the September 1996 meeting of the Operations and Finance Committee as to a Resource Management Strategy which involves trustees.

10. That a Special Meeting of the Operations and Finance Committee be called to investigate the potential budget shortfall.

ELEMENTARY/SECONDARY

1. That the following recommendations of the Director of Education and Secretary be approved:

(a) That the following trip requests be approved:

(i) Buchanan Park, Stratford Festival, Stratford, 1996 09 25 (Wednesday)

(ii) Norwood Park, Grade 6, Outdoor Education, Camp Wanakita, Haliburton Area, 1996 10 08-11 (Tuesday to Friday)

(iii) Barton, Grades 10-OAC, Outdoor Education, Algonquin Park, 1996 09 19-21 (Thursday to Saturday)

(iv) Delta, Grades 9-OAC, Girl's Athletic Council trip to World University Games at University of Buffalo in Buffalo, New York, U.S.A. 1996 06 23-25 (Sunday to Tuesday)

(v) Sherwood, Grades 10-OAC, Outdoor Education, Algonquin Park, 1996 09 19-22 (Thursday to Sunday)

2. That the following Report of the Special Education Advisory Committee be approved:

(a) That the Chairman of the Special Education Advisory Committee write a letter to the Minister of Education and Training expressing SEAC's opposition to the reduction in funding for the Day School Program for over 21-year old students, outlining the serious implications for these students.

Clause 3. tabled at Board.

3. That 72.8 teaching positions be eliminated from non-mandated programs.

Respectfully submitted

Board Room
1996 06 11

S. HILL
Chairman

**REPORT OF THE
PERSONNEL AND ORGANIZATION COMMITTEE
SIXTH REPORT**

Present: Trustees Darby (Chairman), Cunningham, Hicks, Korz and Stewart.

Also Present: Trustees Bishop, Desmarais, Gage, Hill, Johnstone, Mulholland, Orban, and Rogers.

Officials Present: D. Goodridge (Director of Education and Secretary), R. Binns (Superintendent of Human Resources), P. Shewfelt (Superintendent of Financial Services & Treasurer), P. Gillie (Superintendent - Administrative and Operational Services), E. Bond (Superintendent of Program), M. Quinn (Superintendent of Schools - Lower City), S. Thompson (Assistant Superintendent of Schools - Lower City) and M. Matier (Assistant Superintendent of Schools - Mountain).

The Committee recommends:

GENERAL

1. That Clause 7.(a)(i) of the Recommendations of the Superintendent of Human Resources be tabled. [Cleaner, Assistant Caretaker and Casual Assistant Layoffs]

2. That the following Recommendations of the Superintendent of Human Resources be approved:

1. PROBATIONARY STAFF APPOINTMENTS

(a) That the following staff be appointed to the Probationary Cleaning Staff in the position of Cleaner, effective as shown, with salary according to the salary schedule:

Robert Avery, 1996 04 22

Danilo Catanyag, 1996 05 29

Nellie Dion, 1996 03 04

Daniel Hansen, 1996 03 04

Deborah Lederman, 1996 04 22

Anthony MacKinnon, 1996 03 04

Guy Marlor, 1996 05 13
Edith Pettierew, 1996 05 29
Christopher Ryder, 1996 05 13
Catherine Scoccia, 1996 04 22
John Tompa, 1996 03 04
Daniel Ustynsky, 1996 05 13

2. **PERMANENT STAFF APPOINTMENTS** - Nil

3. **PROMOTIONS**

(a) That Casey Denton be promoted to the position of Senior Accounting Analyst - Grade 12 (Administrative Staff), effective 1996 06 24, with salary according to the salary schedule.

4. **INTERNAL APPOINTMENTS**

(a) That the appointment of Wendy Hutton (S) to the position of Special Education Liaison Consultant (Care, Treatment and Correctional Programs: CTC - Section 27 Programs), be extended, effective 1996 09 01 to 1997 06 30. This extension is subject to Ministry of Education and Training funding and shall be review annually.

(b) That the position of Senior Payroll Clerk be retained as a Special Task Assignment for the period 1996 07 01 to 1997 03 31.

5. **TIMETABLE CHANGES** - Nil

6. **RETIREMENTS**

(a) (i) That the resignation of Paul Shewfelt, Superintendent of Financial Services and Treasurer for the purpose of retirement, effective 1996 08 15, be accepted with regret and the Board's gratuity be paid.

(ii) That the resignations of the following staff for the purpose of retirement, effective as shown, be accepted with regret and the Board's gratuity be paid:

Ruby Belmore (Cleaner, Cleaning Staff), 1996 06 30
Margaret Bonnell (Cleaner, Cleaning Staff), 1996 06 30
Mary Burke (Cleaner, Cleaning Staff), 1996 06 30

Sarah Connelly (Cleaner, Cleaning Staff), 1996 06 30
Anna DiBattista (Cleaner, Cleaning Staff), 1996 06 28
Alfonso Giglione (Cleaner, Cleaning Staff), 1996 08 31
Nancy Gravina (Cleaner, Cleaning Staff), 1996 06 30
Gordon Hazell (Caretaker, Caretaking & Maintenance Staff), 1996 06 30
Doreen Hopkins (Cleaner, Cleaning Staff), 1996 06 30
Roy Jenkins (Caretaker, Caretaking & Maintenance Staff), 1996 06 30
Patricia Lane (Cleaner, Cleaning Staff), 1996 05 31
Bernice MacLeod (Cleaner, Cleaning Staff), 1996 08 31
Lorne Marlow (Caretaker, Caretaking & Maintenance Staff), 1996 06 30
Jessie McGhee (Caretaker, Caretaking & Maintenance Staff), 1996 08 31
Mirella Propedo (Cleaner, Cleaning Staff), 1996 05 31
Edward Reynolds (Caretaker, Caretaking & Maintenance Staff), 1996 06 30
Rosa Silva (Cleaner, Cleaning Staff), 1996 08 31
Isabel K. Smith (Cleaner, Cleaning Staff), 1996 07 31

(iii) That the resignations of the following staff for the purpose of retirement, effective as shown, be accepted with regret:

Dorothy Moore (Cleaner, Cleaning Staff), 1996 06 30
Elizabeth Cutts (Cleaner, Cleaning Staff), 1996 07 31

[iv] That the date of the resignation due to retirement of Bernice MacLeod (Cleaner, Cleaning Staff), approved at a previous meeting, be changed to become effective 1996 08 31.

7. LEAVING EMPLOYMENT

(a) (ii) That the date, 1996 04 10, for Katherine Boreschulze, Cleaner (Cleaning Staff), to leave the employ of the Board, be approved.

(a) (iii) That the date 1996 03 01, for Gregory Rutledge to leave the employ of the Board be approved.

8. LEAVES

(a) That the request of Margaret Suttie (Caretaker, Caretaking & Maintenance Staff), for a Leave of Absence, effective 1996 06 03 to 1996 12 06, be granted.

9. **OTHERS** - Nil

3. That the Staffing Report - Full Time Equivalent Positions be received for information.

4. That the Report on Supply Teacher Usage be received for information.

5. That the Annual Report - Occupational Health & Safety be received for information.

6. That the Report regarding Reorganization of the Director's Office be received for information and the following recommendations be approved:

(a) That the position of Communications Assistant (Grade 8, .8 F.T.E.) be created by redeploying the position of Section Leader (Grade 9, 12 months, currently vacant) effective June 30, 1996, with the duties of the Communications Assistant being those outlined in Appendix B.

(b) That the position of Clerk (secretary), Public Relations Department (Grade 6, 12 months) and the position of Clerk (secretary), Director's Office (Grade 6, 12 months) be eliminated effective June 30, 1996 and that the position of Receptionist, Director's Office (Grade 4, 12 months) be created effective June 30, 1996, with duties as outlined in Appendix B.

ELEMENTARY/SECONDARY

1. That the following recommendations of the Superintendent of Human Resources be approved:

1. **PROBATIONARY STAFF APPOINTMENTS**

(a) That the following Elementary teachers be re-appointed to the Probationary Staff, effective 1996 09 01, with salary according to the salary schedule:

Kelly Hayes

Christopher Heron

J. Larry Thomas

3 F.T.E. - 3 Teachers

4. INTERNAL APPOINTMENTS - Nil

5. TIMETABLE CHANGES - Nil

6. RETIREMENTS

(a) (i) That the resignations of the following Elementary School Principals for the purpose of retirement, effective 1996 06 30, be accepted with regret and the Board's gratuity be paid:

Olga Hencher
Peter McCarroll
Donald Oliphant

(ii) That the resignations of the following Secondary School Principals for the purpose of retirement, effective 1996 06 30, be accepted with regret and the Board's gratuity be paid:

Joan Morse
James Ruddle

(iii) That the resignation of James Wilson, Secondary School Vice-Principal for the purpose of retirement, effective 1996 06 30, be accepted with regret and the Board's gratuity be paid.

(iv) That the resignations of the following teachers, for the purpose of retirement, effective as shown, be accepted with regret and the Board's gratuity be paid:

Elaine C. Aikman (E), 1996 06 30
Joan P. Allan (E), 1996 06 30
George G. Augustin (S), 1996 06 30
Gary J. Billings (S), 1996 04 30
Claudio Brunetti (S), 1996 06 30
Bonnie Chapman (E), 1996 11 30
Iris Chatten-Poot (S), 1996 07 30
Patricia C. Cudmore (E), 1996 06 30
Robert deHaan (S), 1996 06 30
Elmer Dippel (S), 1996 08 31
Helen Douglas (E), 1996 06 30
Jennifer A. Early (E), 1996 06 30

Wayne Elgie (S), 1996 06 30
Ian P. Fraser (E), 1996 06 30
Alexandra Gall (S), 1996 06 30
John Gumbert (E), 1996 06 30
Margaret Penny Gumbert (E), 1996 06 30
Barbara Harper (E), 1996 06 30
Barbara Hennessy (E), 1996 06 30
Margaret Iaquinto (S), 1996 06 30
Barbara Johnston (E), 1996 06 30
Lois Kelly (E), 1996 06 30
Mary Kinsey (E), 1996 06 30
Shirley Knapman (E), 1996 06 30
Ian Leech (E), 1996 06 30
Sandra MacDonald (E), 1996 06 30
Malcolm MacPhee (S), 1996 06 30
Richard McNeillie (S), 1996 06 30
Terence R. Morgan (S), 1996 06 30
Robert B. Moulton (E), 1996 06 30
Catharine North (S), 1996 06 30
Jacqueline Odoni (E), 1996 06 30
Margaret Parsons (E), 1996 06 30
Lenore H. Pastuzak (E), 1996 06 30
Larry Pitz (S), 1996 06 30
Louis Quildon (E), 1996 06 30
William G. Robertson (S), 1996 06 30
Judith E. Robinson (E), 1996 06 30
Edward Rokowski (S), 1996 06 30
Nancy Ruddell-Hodson (E), 1996 06 30
Roger Rose (S), 1996 06 30
Ronald E. Scherer (S), 1996 06 30
Hans Schlechta (S), 1996 06 30
L. Ruth Simmons (E), 1996 06 30
Gordon M. Sloan (S), 1996 06 30
Donald G. Spearin (S), 1996 06 30
Robert Stamp (S), 1996 06 30
Jane Steeves (E), 1996 06 30
Gloria Stout (E), 1996 06 30
Gladys Toze (S), 1996 06 30
M. Elaine Twigg (E), 1995 10 31
Patricia Van Boom (E), 1996 06 30
Olga M. Warren (E), 1996 06 30

Raymond D. Wingfield (E), 1996 06 30

F. Shirley Winters (S), 1996 06 30

Judy Woods (E), 1996 06 30

Paul Yakimoff (S), 1996 06 30

Wayne M. Young (S), 1996 06 30

Audrey Yegin (E), 1996 06 30

(v) That the resignations of the following teachers, for the purpose of retirement, effective as shown, be accepted with regret.

Julie Lamont (S), 1996 06 30

Gale Male (E), 1996 06 30

Sharon McCarroll (E), 1996 06 30

Wilmagale Watson (E), 1996 06 30

(b) That the resignations of the following staff, for the purpose of retirement, effective as shown, be accepted with regret and the Board's gratuity be paid:

Katherine Aldgate (Secretary, Clerical & Technical Staff), 1996 06 30

Sandra Ballagh (Educational Assistant, Educational & Lunchroom Assistant Staff), 1996 06 30

Mary Beda (Educational Assistant, Educational & Lunchroom Assistant Staff), 1996 06 30

Deanna Binkley (Secretary, Clerical & Technical Staff), 1996 06 30

Kathleen Brown (Secretary, Clerical & Technical Staff), 1996 06 30

Mary M. Davies (Secretary, Clerical & Technical Staff), 1996 06 30

Ilene Durant (Secretary, Clerical & Technical Staff), 1996 06 30

Barbara Greenlee (Library Secretary, Clerical & Technical Staff), 1996 06 30 .

Colleen Henderson (Second Secretary, Clerical & Technical Staff), 1996 06 30

Herb Hyland (Administrative Assistant, Administrative Staff), 1996 08 31

Marilyn Johnstone (Secretary, Clerical & Technical Staff), 1996 06 30

Carol Lewis (Library Secretary, Clerical & Technical Staff), 1996 06 30 .

Dorothy McBride (Educational Assistant, Educational & Lunchroom Assistant Staff), 1996 06 30

Marie Shwaluk (Senior Secretary, Secondary School Clerical & Secretarial Staff), 1996 08 31

Marjorie Wilkinson (Library Secretary, Clerical & Technical Staff), 1996 06 30

7. LEAVING EMPLOYMENT

(a) (i) That the date, 1996 08 31, for the following teachers to leave the employ of the Board, be approved:

Vanessa Gray (E)

Jane Sherwood (E)

(ii) That the date, 1996 08 31, for the following teachers to leave the employ of the Board, be approved and that they receive severance in accordance with their collective agreement:

Sandra Della Maestra (S)

Paul Girard (S)

Marvin Marcinko Kuehn (S)

Colleen McIntyre de Souza (E)

Stephen Potter (S)

Elizabeth Sharples (E)

Patricia Squire (E)

Steven J. Toth (S)

8. LEAVES

Leave of Absence

(a) (i) That the requests of the following teachers for a Leave of Absence, effective as shown, be granted:

Virginia Allega-DiSanza (E), 1996 07 01 to 1996 08 31

Linda Bland (E), 1996 09 23 to 1997 03 28

Julie Capretta (E), 1996 06 10 to 1996 10 04

Sharon Crechiola (E), 1996 05 07

Carrie Collins (S), 1996 06 10 to 1997 01 31

Susanna Costa-Popovich (E), 1996 08 30 to 1997 04 30

Charlene Durritt (E), 1996 09 01 to 1997 08 31

Rein Ende (E), 1996 09 01 to 1997 08 31

Rob Kelley (S), 1996 09 01 to 1997 08 31

Judy Lampman (E), 1996 09 01 to 1997 08 31

Maria-Pilar Lanillos (E), 1995 05 25

Anne McNeill (E), 1996 09 01 to 1997 08 31

Linda Moreton (E), 1996 04 15
Patricia Omatsu (E), 1996 05 30
Bruce Quinn (E), 1996 09 01 to 1997 08 31
Tara Tandan (S), 1996 09 01 to 1997 08 31
C. Donald Warren (E), 1996 09 01 to 1997 08 31
James Warren (S), 1996 09 01 to 1997 08 31
R. Kim Watt (E), 1996 07 01 to 1996 08 31
Wendy Wilson (E), 1996 02 22

(ii) That the request of Vanessa Gray (E) to rescind her Leave of Absence, effective 1996 09 01 to 1997 08 31, granted at the April meeting, be approved.

(b) (i) That the requests of the following staff for a Leave of Absence, effective as shown, be granted:

Anna Brohman (Educational Assistant, Educational and Lunchroom Assistant Staff), 1996 04 15 to 1996 10 18
Lois Morin (Library Secretary, Clerical & Technical Staff), 1996 07 01 to 1997 06 30
Debi Owen (Educational Assistant, Educational and Lunchroom Assistant Staff), 1996 05 06 to 1996 11 01
Norma Rookwood (Secretary, Clerical & Technical Staff), 1996 07 01 to 1997 01 03
Bev Wilson (Mailroom Clerk, Clerical & Technical Staff), 1996 07 22 to 1997 07 18

(ii) That the request of Susan Holden, Job Coach (Clerical & Technical Staff) to rescind her Leave of Absence, effective 1996 05 01 to 1996 06 30, granted at the May meeting, be approved.

Leave of Absence - Date Change

(a) That the effective dates of the Leaves of Absence granted to the following teachers at a previous meeting be changed to:

Sherri Cooper (E), 1996 05 17 to 1997 08 31
Janice Kovar (S), 1996 05 10 to 1996 10 31
Melinda Lula (S), 1996 07 01 to 1997 01 31

Leave of Absence - "Four Over Five"

(a) That the requests of the following teachers for Leaves of Absence under the Salary Holdback Plan ("Four Over Five") according to the Collective Agreement, effective as shown, be granted:

Sharon Roppel (S), 1998 02 01 (2nd semester , 1997-98 school year)

Rick Hart (S), 1997 09 01 (1st semester of the 1997-98 school year)

Ryan Scott (S), 1997 02 01 (2nd semester of the 1996-97 school year)

(b) That the Leaves of Absence under the Salary Holdback Plan ("Four Over Five") according to the Collective Agreement, granted to the following teachers at previous meetings, effective as shown, be rescinded:

Rick Brawn (S), 1996 02 01 (2nd semester of the 1995-96 school year)

Penny Gumbert (E), effective 1997 09 01 (1997-98 school year)

(c) That the Leaves of Absence under the Salary Holdback Plan ("Four Over Five") according to the Collective Agreement, granted to the following teachers at previous meetings, be amended as shown:

Faith Bland (E), effective 1999 09 01 (1999-2000 school year)

Judith Cole (S), effective 1997 02 01 (2nd semester of the 1996-97 school year)

Anna Gusenbauer (E) effective 1997 09 01 (1997-98 school year)

(d) That approval be granted to the request of Gail Tessier for a Leave of Absence under the Salary Holdback Plan ("Four Over Five") of the OSSTF, Office, Clerical and Technical Collective Agreement for the 2000 - 2001 school year.

Leave Extension

(a) That the requests of the following teachers for an extension of their Leaves of Absence, effective as shown, be granted:

Gail Andrews (E), 1996 09 01

Theresa Berhardt (E), 1996 09 01 to 1996 12 31

Joan S. Browning (E), 1996 09 01 to 1997 08 31

Janis Colohan (E), 1996 09 01

Michele Fairfield (S), 1996 09 01 to 1997 08 31
David Hamilton (E), 1996 09 01
Nancy Koegler (E), 1996 06 03 to 1996 06 14
Brian Radke (S), 1996 09 01 to 1997 08 31
Doug Robb (S), 1996 09 01 to 1997 08 31
David Simpson (S), 1996 09 01 to 1997 08 31
Joyce Whittle (E), 1996 09 01 to 1997 08 31

Return from Leave of Absence

(a) That the following teachers be returned from a Leave of Absence, effective as shown:

Joseph Hammill (S), 1996 09 01
Tara Opie (E), 1996 06 03
Frances Dilorio (S), 1996 06 10
Nancy Koegler (E), 1996 06 17
Jennifer McConnell (S), 1996 06 24
Christine McCulloch (S), 1996 09 01
Maria Rikic-McCarthy (S), 1996 06 25

9. OTHERS

Loan of Service

(a) That approval be given to the loan of Barbara Burns (E) to the Department of National Defense, to teach in Europe under the usual contract arrangement, for the period 1996 09 01 to 1998 08 31.

2. That the Update regarding plans for the two positions in Program Department vacated by Retirements be received for information.

Respectfully submitted

Board Room
1996 06 12

G. DARBY
Chairman

REPORT OF THE SPECIAL MEETING OF THE FRENCH LANGUAGE SECTION

Present: Trustees Desmarais (Chairman), Paquin and Patenaude.

Official Present: R. C. Lavoie (Superintendent of Schools - French as a First Language)

The French Language Section recommends:

1. That the following 1996-1997 School Year Calendar for Georges-P.-Vanier Secondary School be approved and forwarded to the Minister of Education and Training:

Semester I	Begins 1996 09 03; Ends 1997 01 28
Semester II	Begins 1997 01 29; Ends 1997 06 27

Professional Activity Days

1996 09 23	In-school Planning/Interface
1997 01 30 & 31	Turnaround/Interface
1997 02 21	System Program Day
1997 05 02	Federation Day
1997 06 24-27	Year End

Note:

1996 12 23-1997 01 03	Christmas Break
1997 03 10-14	March Break

Respectfully submitted

Committee Room
1996 06 20

JEAN DESMARAIS
Chairman

REPORT OF THE SPECIAL MEETING OF THE OPERATIONS AND FINANCE COMMITTEE

Present: Trustees Hill (Chairman), Desmarais, Lowe, MacDonald, Orban and Rogers.

Also Present: Trustees Bishop, Cunningham, Darby, Gage, Hicks, Johnston, Johnstone, Paquin, Patenaude and Rodgeron.

Officials Present: D. Goodridge (Director of Education and Secretary), P. Shewfelt (Superintendent of Financial Services and Treasurer); R. Binns (Superintendent of Human Resources), P. Gillie (Superintendent - Administrative and Operational Services), R. Lavoie (Superintendent of Schools - French as a First Language), S. Thompson (Assistant Superintendent of Schools - Lower City), and F. Cooke (Assistant Superintendent - Program).

The Committee recommends:

GENERAL

1. That the following 1996-1997 School Year Calendars be approved:

School Year - 1996 09 03 to 1997 06 27

1996 12 23-1997 01 03

Christmas Break

1997 03 10-14

March Break

ELEMENTARY

Professional Activity Days

1996 09 27

In-School Planning/Interface

1996 11 01

In-School Planning

1996 11 29

Interviews

1997 01 27

In-School Planning/Interface

1997 02 21

Program Day

1997 03 27

Interviews / In-School Planning

1997 05 09

Federation Day

1997 06 09

Interviews

1997 06 27

In-School Planning

Professional Activity Days (Alternative)

1996 09 27	In-School Planing/Interface
1996 11 01	In-School Planning
1996 11 29	Interviews
1997 03 17	Federation Day
1997 03 18	Program Day
1997 03 19	In-School Planning
1997 03 20	In-School Planning
1997 03 21	Interviews
1997 06 27	In-School Planning

SECONDARY

Semester I	Begins 1996 09 03; Ends 1997 01 28
Semester II	Begins 1997 01 29; Ends 1997 06 27

Professional Activity Days

1996 09 27	In-School Planing/Interface
1997 01 27 and/or 28	Turnaround/Interface
1997 02 21	Program Day
1997 05 09	Federation Day
1997 06 23 and 06 27	Year End

2. That the Report regarding the Holiday Schedule for the Education Centre, Dundurn Building, Mountain/Lower City Offices and Schools be received for information and the following recommendation be approved:

Monday, 1996 09 02	Labour Day
Monday, 1996 10 14	Thanksgiving Day
Tuesday, 1996 12 24	To be determined
Wednesday, 1996 12 25	Christmas Day
Thursday, 1996 12 26	Boxing Day
Tuesday, 1996 12 31	To be determined
Wednesday, 1997 01 01	New Year's Day
Friday, 1997 03 28	Good Friday
Monday, 1997 03 31	Easter Monday
Monday, 1997 05 19	Victoria Day
Tuesday, 1997 07 01	Canada Day
Monday, 1997 08 04	Civic Day

Respectfully submitted

Board Room
1996 06 20

S. HILL
Chairman

**MINUTES OF THE SPECIAL MEETING
OF THE BOARD OF EDUCATION**

Board Room
Education Centre
1996 06 27

The Board met.

Present: Trustees Stewart (Chairman), Bishop, Cunningham, Darby, Gage, Hicks, Hill Johnstone, Korz, Lowe, MacDonald, Mulholland, Orban, Rodgerson and Rogers.

Officials Present: D. Goodridge (Director of Education and Secretary), R. Binns (Superintendent of Human Resources), P. Shewfelt (Superintendent of Financial Services & Treasurer), E. Bond (Superintendent of Program) and S. Thompson (Assistant Superintendent of Schools - Lower City).

The Secretary noted regrets for being unable to attend this evening's meeting were received from Trustees Desmarais, Johnston, Paquin and Patenaude.

GENERAL

Report of the Special In-camera Meeting of the Personnel and Organization Committee

Moved by Mr. Darby, seconded by Mr. Hicks: That the General Part of the Report of the Special In-camera Meeting of the Personnel and Organization Committee be adopted. Carried.

Resignation from the Salary Committee - Trustee Rodgerson

The Secretary read a letter from Trustee Rodgerson resigning from her position on the Salary Committee.

Moved by Miss Cunningham, seconded by Mrs. Rodgerson: Trustee Mulholland be reinstated as member of the Salary Committee on a permanent basis.

Moved in amendment by Mr. Darby: That Trustee Rodgerson's resignation from the Salary Committee be accepted with regret. Carried.

The motion, as amended, was put to a vote and was Carried.

ELEMENTARY/SECONDARY

Report of the Special Meeting of the Personnel and Organization Committee

Moved by Mr. Darby, seconded by Mrs. Hill: That the Elementary/Secondary Part of the Special Meeting of the Personnel and Organization Committee be adopted. Carried.

Moved by Miss Cunningham, seconded by Mrs. Bishop: That the following motion tabled at the 1996 06 20 meeting of the Board be lifted from the table:

That 72.8 positions be eliminated from non-mandated programs.

The motion was put to a recorded vote and was Carried. Those in favour: Trustees Cunningham, Bishop, Gage, Johnstone, Lowe, Korz, Orban, Hicks, Rodgerson, Darby and Hill; those opposed: Trustees MacDonald, Mulholland, Rogers and Stewart.

Trustee Cunningham referenced the \$5 million shortfall in the Board's budget which makes difficult decisions such as this necessary.

Trustee Bishop, noting she seconded the motion with regret, presented two petitions and asked that they be added to those already received.

Moved in amendment by Ms. Orban: That the Board retain 36.5 of the 72.8 positions.

No seconder was forthcoming.

Trustees opposed to the motion cited calls from constituents who opposed this action and favoured continuing work with employees to find the shortfall. Trustees in support of the motion offered that rising costs have made these programs no longer affordable and to not deal with the difficult decisions this year will compound the problems next year.

At the Chair's request, Trustee Cunningham assumed the Chair to permit Trustee Stewart the opportunity to speak to the motion.

In response to questions, Mr. Goodridge confirmed that the motion does not eliminate these programs but means they will have to be delivered differently.

The Chairman resumed the Chair.

The motion was put to a recorded vote and was Carried. Those in favour: Trustees Cunningham, Bishop, Gage, Lowe, Korz, Hicks, Rodgeron, Darby and Hill; those opposed: Trustees MacDonald, Johnstone, Mulholland, Rogers, Orban and Stewart.

The Board then met in-camera to consider a Report of the Salary Committee. The following action was taken:

GENERAL

Moved by Miss Cunningham, seconded by Mr. Korz: That the Report of the Salary Committee be approved. Carried.

The meeting then adjourned.

Adopted as presented.

.....
Chairman

REPORT OF THE SALARY COMMITTEE

Present: Trustees Cunningham (Chairman), Lowe, Rodgerson and Mulholland.

Official Present: D. Russon (Manager, Employee Relations).

The Committee recommends:

GENERAL

1. That the Board approve payment under Option 2 of the Early Retirement Incentive Plan to Grazina Stonkus, Secondary School teacher, and that the effective date of resignation for the purpose of retirement be 1996 06 30.

Respectfully submitted

M. CUNNINGHAM
Chairman

Committee Room
1996 06 26

**REPORT OF THE SPECIAL IN-CAMERA MEETING OF
THE PERSONNEL AND ORGANIZATION COMMITTEE**

Present: Trustees Darby (Chairman), Cunningham, Hicks, Korz, Paquin and Stewart.

Also Present: Trustees Bishop, Desmarais, Johnstone, MacDonald, Orban, Rodgers and Rogers.

Official Present: D. W. Goodridge (Director of Education and Secretary).

The Committee recommends:

GENERAL

1. That the Report on the Restructuring of Senior Management - Interim Plan be received for information and the following recommendations approved:

(a) That Lucy Veerman be appointed Acting Senior Financial Officer, effective 1996 08 16, and that an allowance be paid.

(b) That the Director of Education and Secretary of the Board be appointed Acting Treasurer effective 1996 08 16.

(c) That the Director present a Report on the Final Restructuring of Senior Management no later than October, 1996.

Respectfully submitted

Board Room
1996 06 26

G. DARBY
Chairman

REPORT OF THE SPECIAL MEETING OF THE PERSONNEL AND ORGANIZATION COMMITTEE

Present: Trustees Darby (Chairman), Cunningham, Hicks, Korz and Stewart.

Also Present: Trustees Bishop, Hill, Johnstone, Lowe, MacDonald, Mulholland, Orban, Rodgerson and Rogers.

Officials Present: D. Goodridge (Director of Education and Secretary), R. Binns (Superintendent of Human Resources), P. Shewfelt (Superintendent of Financial Services and Treasurer), E. Bond (Superintendent of Program), P. Gillie (Superintendent of Administrative and Operational Services) and S. Thompson (Assistant Superintendent of Schools - Lower City)

The Committee recommends:

ELEMENTARY/SECONDARY

1. That the following Recommendation of the Superintendent of Human Resources be approved:

3. PROMOTIONS

(a) That Lorne Evans (S) be appointed to the term position of Special Education Consultant with responsibility for Secondary Schools and Gifted Education, effective 1996 09 01, with salary according to the salary schedule. The duration of the term is to be determined. **Replacement**

Respectfully submitted

Board Room
1996 06 27

G. DARBY
Chairman

**MINUTES OF THE SPECIAL
MEETING OF THE BOARD OF EDUCATION**

Board Room
Education Centre
1996 08 27

The Board met.

Present: Trustees Stewart (Chairman), Bishop, Cunningham, Darby, Desmarais, Gage, Hicks, Hill, Johnston, Johnstone, MacDonald, Mulholland, Orban, Paquin, Patenaude and Rogers.

Officials Present: D. Goodridge (Director of Education and Secretary), R. Binns (Superintendent of Human Resources), P. Gillie (Superintendent of Administrative and Operational Services), E. Bond (Superintendent of Program) and R. Lavoie (Superintendent of French as a First Language).

The Secretary noted that regrets for being unable to attend this evening's meeting were received from Trustee Korz.

GENERAL

Moved by Mr. Darby, seconded by Mr. Mulholland: That the General Part of the Report of the Special Meeting of the Personnel and Organization Committee be adopted. Carried.

FRENCH LANGUAGE SECTION

Moved by Mr. Desmarais, seconded by Ms. Patenaude: That the Report of the Special Meeting of the French Language Section be adopted. Carried.

ELEMENTARY/SECONDARY

Moved by Miss Cunningham, seconded by Dr. Johnston: That the Elementary/Secondary Part of the Report of the Special Meeting of the Personnel and Organization Committee be adopted. Carried.

The meeting then adjourned.
Adopted as presented.

.....
Chairman

REPORT OF THE SPECIAL MEETING OF THE FRENCH LANGUAGE SECTION

Present: Trustees Desmarais (Chairman), Paquin and Patenaude.

Official Present: R. C. Lavoie (Superintendent of Schools - French as a First Language)

The French Language Section recommends:

1. That the following recommendations of the Superintendent of Schools, French as a First Language be approved as presented to the members:

A. STAFFING

1. Probationary Staff Appointment(s)

a) That Elena Barbaresso be appointed to the Probationary Staff effective 1996 09 03 with salary according to the salary schedule.

2. Permanent Staff Appointment(s)

a) That Nathalie Lauzon be reappointed to permanent staff effective 1996 09 03 with salary according to the salary schedule.

b) That Natalie Garon-Suzuki be rehired and appointed to permanent staff effective 1996 09 03 with salary according to the salary schedule.

4. Internal Appointment(s)

a) That Gabrielle Labrosse be appointed temporarily to the position of Subject Assistant (Mathematics) effective 1996 09 03 with salary according to the salary schedule.

8. Leave(s)

Secondment

a) That the request of the Ministry of Education and Training to renew the secondment of Ralph Grant for 1996-1997 effective 1996 09 03 to 1997 06 30 be granted.

Leave(s) of Absence

a) That the request of Rosaire Provencher for a Leave of Absence effective 1996 01 24 be granted.

Respectfully submitted

Committee Room
1996 08 27

JEAN DESMARAIS
Chairman

REPORT OF THE SPECIAL MEETING OF THE PERSONNEL ORGANIZATION COMMITTEE

Present: Trustees Darby (Chairman), Cunningham, Hicks, Johnston, Korz and Stewart.

Also Present: Trustees Bishop, Desmarais, Gage, Hill, Johnstone, Orban, MacDonald, Mulholland, Paquin, Patenaude and Rogers.

Officials Present: D. Goodridge (Director of Education and Secretary), R. Binns (Superintendent of Human Resources), P. Gillie (Superintendent of Administrative and Operational Services), E. Bond (Superintendent of Program) and R. Lavoie (Superintendent of French as a First Language).

The Committee recommends:

GENERAL

1. That the following recommendations of the Superintendent of Human Resources be approved as presented:

3. PROMOTIONS

(a) That Claire Vander Beek be promoted to the position of Communications Assistant - Grade 9, 10-month (Administrative Staff), effective 1996 09 01, with salary according to the salary schedule.

7. LEAVING EMPLOYMENT

(a) That the date for the following staff to leave the employ of the Board be approved effective as shown:

William J. Crawford (Cleaner, Cleaning Staff), 1996 07 11

Mark A. Lyell (Assistant Caretaker, Caretaking and Maintenance Staff), 1996 08 27

Jeffrey C. Walsh (Assistant Caretaker, Caretaking and Maintenance Staff), 1996 08 27

8. LEAVES**Return from Leave of Absence**

(a) That the following staff be returned from a Leave of Absence, effective as shown:

Linda Sheppard (Secretary, Clerical & Technical Staff), 1996 08 21
Doris Thomsen-Griffin (Special Projects & Audit Clerk, Clerical & Technical Staff), 1996 08 21

* * * * *

2. That the appointment of Frank Cooke to the position of Assistant Superintendent of Program be extended effective 1996 09 01 until such time as the Re-organization of Senior Management is effected.

ELEMENTARY/SECONDARY

1. That the following recommendations of the Superintendent of Human Resources be approved as presented:

1. PROBATIONARY STAFF APPOINTMENTS

(a) (i) That the following teachers be re-appointed to the Probationary Staff, effective 1996 09 01, with salary according to the salary schedule:

Katherine Black (E)
Paul Brown (S), .5 (F.T. Sem. 1 only)
Carmen Bucci (S), .5 (F.T. Sem. 1 only)
Dina Cadete (E)
Cynthia Campanella (E)
Brenda Csordas (S), .5 (F.T. Sem. 1 only)
Joan DiBerardo (S), .5 (F.T. Sem. 1 only)
Joseph DiDonato (S), .5 (F.T. Sem. 1 only)
Sonya Gusenbauer (E)
Tony Guthrie (S), .5 (F.T. Sem. 1 only)
Constance Jain (E)
Andrea Kay (E) (.5)
Barbara McIlveen (S), .5 (F.T. Sem. 1 only)
P. Bruce McLeod (S), .5 (F.T. Sem. 1 only)
Janice Morrissey (E)
Cherilyn Moses (E)

Lorraine Oliver (E) (.5)

Kelly Pike-Baigent (S), .5 (F.T. Sem. 1 only)

Michael Popek (E)

Marguerite Richer (E) (.5)

Mark Sabourin (E)

Theresa Sgambato (S), .5 (F.T. Sem. 1 only)

Graham Timms (S), .5 (F.T. Sem. 1 only)

Wendy VandenBurg (E)

Timothy White (E) (.3)

Replacements

12.3 Elementary

5.5 Secondary

(ii) That the following teachers be appointed to the Probationary Staff, effective 1996 09 01, with salary according to the salary schedule:

Sarah Attridge (S), .5 (F.T. Sem. 1 only)

Katherine Ammendolia (S), .5 (F.T. Sem. 1 only)

Marco Barzetti (S), .5 (F.T. Sem. 1 only)

Tracy Belovari (S), .5 (F.T. Sem. 1 only)

Richard Bonafede (S), .5 (F.T. Sem. 1 only)

Alison Boodhoo (S), .5 (F.T. Sem. 1 only)

Brian Bradley (S), .5 (F.T. Sem. 1 only)

Dean Brunetti (S), .5 (F.T. Sem. 1 only)

Gregory Clark (S), .5 (F.T. Sem. 1 only)

Geoffrey Coombs (S), .33 (2/3 Sem. 1 only)

Gregory Corey (S), .5 (F.T. Sem. 1 only)

Sandra Cuicani (S), .5 (F.T. Sem. 1 only)

Judith Dalche (S), .5 (F.T. Sem. 1 only)

Mary Dehal-Ramson (S), .5 (F.T. Sem. 1 only)

Maureen Dwyer (S), .5 (F.T. Sem. 1 only)

Darlene Etherington-Pounder (S), .5 (F.T. Sem. 1 only)

Kelly George-Dalgleish (S), .5 (F.T. Sem. 1 only)

Catherine Gris (S), .5 (F.T. Sem. 1 only)

Shelley Falla (S), .5 (F.T. Sem. 1 only)

Leanne Fraser (S), .5 (F.T. Sem. 1 only)

Joseph Henderson (S), .5 (F.T. Sem. 1 only)

Sarah Hodgson (S), .5 (F.T. Sem. 1 only)

Laura Hrincu (S), .5 (F.T. Sem. 1 only)

Peter Isaacs (E) .7

Tina Kehl (S), .5 (F.T. Sem. 1 only)
Cynthia Knowles (S), .5 (F.T. Sem. 1 only)
Lorraine Koven (E)
John Lewis (S), .5 (F.T. Sem. 1 only)
William Lipsett (S), .33 (2/3 Sem. 1 only)
Ralph Martens (S), .5 (F.T. Sem. 1 only)
Diana Montecristo (S), .5 (F.T. Sem. 1 only)
Mark Oates (S), .5 (F.T. Sem. 1 only)
Cathy O'Connor (S), .5 (F.T. Sem. 1 only)
Christopher Page (S), .5 (F.T. Sem. 1 only)
Gregory Persichini (S), .5 (F.T. Sem. 1 only)
Adam Potvin (S), .5 (F.T. Sem. 1 only)
Peter Robertson (S), .5 (F.T. Sem. 1 only)
Patricia Rocco(S), .33 (2/3. Sem. 1 only)
Cheryl Rowatt (S), .5 (F.T. Sem. 1 only)
Susan Scott (S), .5 (F.T. Sem. 1 only)
Stephen Sloan (S), .5 (F.T. Sem. 1 only)
Edward Stavnitzky (S), .5 (F.T. Sem. 1 only)
Frank Strohschein (S), .5 (F.T. Sem. 1 only)
Paul Szczyry (S), .5 (F.T. Sem. 1 only)
Lydia Vamos (S), .5 (F.T. Sem. 1 only)
Sara Waite (S), .5 (F.T. Sem. 1 only)
David Walters (S), .5 (F.T. Sem. 1 only)
Leanne Ward (S), .5 (F.T. Sem. 1 only)
Gregory Woodcroft (S), .5 (F.T. Sem. 1 only)
Quahida Zaimi (S), .16 (1/3 Sem. 1 only)
Derek Zuccolo (S), .5 (F.T. Sem. 1 only)

1.7 Elementary New Programs Ministry Funded

23.66 Secondary Replacements

(b) That Marianna Cappelletti be promoted to the position of Senior Secretary - Level 5 (Secondary School Clerical & Secretarial Staff), effective 1996 08 28, with salary according to the salary schedule.

2. PERMANENT STAFF APPOINTMENTS

(a) (i) That the following Elementary teachers be re-appointed to the Permanent Staff, effective 1996 09 01, with salary according to the salary schedule:

Patricia Adam
Bruce Adams

Judith Ambrose (.3)
Natalie Bastow
Annette Bodo
Glen Brown
Lisa Brown
Chantal Campbell
Lisa Carroll (nee Savage)
Trevor Chiasson
Kawong Chung-Shipman
Heather Clark
Jennifer Clayton
Nancy Cooper
Sharon Crechiola
Sonia D'Aurelio (.5)
Jane DeRoo (.5)
Sandra DiFelice
Kristi Downs (1.0 Supply Pool)
Mary Elliott (.5 Repl., .5 Supply Pool)
Catherine Erb
Michelle Fawcett
Donna Fortman (.5) (Supply Pool)
Cynthia Goodridge
Dorothy Haartman
Lois Haslett (.5)
Virginia Hewick
Gary Hewitt (.2)
Nancy Hill
Jennifer Holmes-Dziuba
Stephen James
Patricia Jerome
Jacqueline Johnson (.5)
Jennifer Kerr-Dittrich
Sandra Levy (.4) (Supply Pool)
Wendy Martin (.2)
Keith Mayner
Catherine McCluskey (.7)
Robert McManus
Karen McPhee (.9)
Penelope Mitton
Allison Montgomery (.5)
Marlo Moore

Mary-Margaret Morris
Diane Nishizaki
Dale Obermeyer
Roseli Pietrantonio
Athanasia Psarakis
Maryann Rimac
Brad Rogers
Cherilyn Salciccioli
Nadine Sands
Catherine Schnarr (1.0 Supply Pool)
Deborah Smith (.5)
Elaine Stewart (.5)
Augustina Sturgess (.5) (Supply Pool)
Donna Talbot (.5)
Janice Tomlinson
Kathryn Tuite (.5)
Kim Vallentin (.7 Repl., .3 Supply Pool)
John Weare
Catherine Webster (.5)
Lois Wichman
Barbara Wynn-Jones
Sonia Zolis

4.2 Elementary Supply Pool

45.6 Elementary Replacements

(ii) That the following teachers be re-called and appointed to the Permanent Staff, effective 1996 09 01, with salary according to the salary schedule:

Wesley Hahn (E)
Donna Hudzieczko (E), (.8)
Sandra LaMantia (E)
Karen Must (E)
Pieter Toth (S)
Paul Vukosa (S)

3. PROMOTIONS

(a) That Dawn Mutton (E) be appointed to the term position of Special Assignment Student Behaviour Resource Teacher, effective 1996 09 01, with salary according to the salary schedule. The duration of the term is to be determined.

5. TIMETABLE CHANGES

(a) That the timetable changes be approved, effective as shown with salary according to the salary schedule:

Helene Donohoe (E), .5 to 1.0, 1996 09 01

Brenda Finance (E), .5 to 1.0, 1996 09 01

Mary Lou Mauro (E), .5 to 1.0, 1996 09 01 to 1997 01 31

Felicia McIntosh (E), .5 to 1.0, 1996 09 01

David O'Connor (E), .5 to .8, 1996 09 01

Judith Stokoe (E), .8 to 1.0, 1996 09 01

7. LEAVING EMPLOYMENT

(a) That the date, 1996 08 31, for the following teachers to leave the employ of the Board be approved, and that they receive severance in accordance with their collective agreement:

Kim Compton (E)

Nancy M. Cooper (E)

Donald Harman (S)

Racheline Seidelman (E)

(ii) That the date 1996 08 31, for George Omorean (S) to leave the Employ of the Board be approved

8. LEAVES**Leave of Absence**

(a) That the requests of the following teachers for Leaves of Absence, effective as shown, be granted:

Lisa Bingleman (E), 1996 09 01 to 1997 03 14

Lisa Brown (E), 1996 09 01 to 1997 02 28

Pamela Carson-White (E), 1996 08 14 to 1997 02 21

Joanna Cascioli (E), 1996 07 01 to 1996 08 31

Kawong Chung-Shipman (E), 1996 09 01 to 1997 03 07

Michelle Friesen (E), 1996 09 01 to 1997 08 31

Thomas M. Griffith (E), 1996 09 01 to 1997 08 31

Jennifer Holmes-Dziuba (E), 1996 08 05 to 1997 04 04

Kathryn Kohler (E), 1996 09 01 to 1997 08 31

Karen Koop (E), 1996 07 01 to 1996 08 31

Mary Legacy (S), 1996 11 11 to 1997 04 30

Allison Montgomery (E), 1996 09 01 to 1997 08 31

Barbara Moskaluk (E), 1996 09 01 to 1997 08 31

Judith Penner (E), 1996 08 23 to 1997 04 24

Richard Piet (S), 1996 09 01 to 1997 08 31

Suzanne Solnik (E), 1996 09 03 to 1997 05 06

Michael Stock (E), 1996 09 01 to 1997 08 31

Reduced Workload Leaves

(a) That the requests of the following teachers for Reduced Workload Leaves of Absence, effective 1996 09 01 to 1997 08 31, be granted:

Deborah Allan (E), 1.0 to .5

June Baxter (E), .7 to .5

Louise Booth (E), 1.0 to .5

Julie Capretta (E), 1.0 to .5

Linda Chenoweth (E), 1.0 to .6

Lesley Chiasson (E), 1.0 to .5

Trevor Chiasson (E), 1.0 to .5

Jane Craibbe (E), 1.0 to .6

Brenda Dagg (E), 1.0 to .5

Donna Evans (E), 1.0 to .5

Anna Gusenbauer (E), 1.0 to .5

Gary Hewitt (E), 1.0 to .2

Sylvia Holinaty (S), 1.0 to .5 (Job Share with W. Holinaty)

William Holinaty (S), 1.0 to .5 (Job Share with S. Holinaty)

Arde Hollingsworth (E), 1.0 to .5

Susan Kalbfleisch (E), 1.0 to .5

Nancy Koegler (E), 1.0 to .5

Giselle Maerz (E), 1.0 to .5

Dee Maharajh (E), 1.0 to .5

Elisena Mycroft (E), 1.0 to .5

Gary Nolan (S), 1.0 to .66 (2/3 Sem. 1 & Sem. 2)

Madiha Nolan (S), 1.0 to .66 (2/3 Sem. 1 & Sem. 2)

Pamela Peterson (E), 1.0 to .5

Lisa Reynolds (E), 1.0 to .5

Norma Ridge (E), 1.0 to .5

Linda Schultz (E), 1.0 to .5

Helen Senson-D'Addario (E), 1.0 to .7

Noreen Staios (E), 1.0 to .5

Marjorie Steele (E), 1.0 to .5

Madeleine Tanglao-Dwyer (E), 1.0 to .5

Christine Tartaglia (E), 1.0 to .5
Judith Taylor (E), 1.0 to .7
Barbara Thoman (E), 1.0 to .5
Kathryn Tuite (E), 1.0 to .5
Carrie Tyrosvoutis (E), 1.0 to .5
Julie Warriner (E), 1.0 to .5
Evelyn Wilkie (S), 1.0 to .66
Jennifer Wilson-Bridgman (E), 1.0 to .5
Janet Wolfe (E), 1.0 to .5
Gloria Woodruff (E), 1.0 to .5
Barbara Yarwood (E), 1.0 to .5

36 Elementary

5 Secondary

Leave of Absence - Date Change

(a) That the effective dates of the Leaves of Absence granted to the following teachers at a previous meeting be changed as shown:

Lisa Borkovich (S), 1996 07 01 to 1997 01 28
Debra Ann Kerr-Pendlebury (E), 1996 06 03 to 1997 01 31

Leave Extension

(a) That the requests of the following teachers for extensions of their Leaves of Absence, effective as shown, be granted:

David Andrus (S), 1996 09 01
Natalie Bastow (E), 1996 09 01 to 1997 08 31
Chantal Campbell (E), 1996 09 01
Gordon Cillis (S), 1996 09 01 to 1997 08 31
Caryl Durst (S), 1996 09 01 to 1996 11 08
Catherine Erb (E), 1996 09 01 to 1997 08 31
Margaret Mete (E), 1996 09 01 to 1996 12 31
Susan Morrone (E), 1996 09 01 to 1996 11 22
Dale Obermeyer (E), 1996 09 01
Maryann Rimac (E), 1996 09 01 to 1997 08 31
Cornelia Schuster (E), 1996 09 01 to 1997 08 31
Paula Scott (S), 1996 09 01 to 1997 01 28

(b) That the request of Carol Mulvey (Secretary, Secondary School Clerical & Secretarial Staff) for an extension of her Leave of Absence, effective 1996 08 05 to 1996 11 08, be granted.

Return from Leave of Absence

(a) (i) That the following teachers be returned from a Leave of Absence, effective 1996 09 01:

Virginia Allega-Di Sanza (E)
Karen Koop (E)

(ii) That the request of Cornelia Schuster (E) to return from a Leave of Absence approved at the April meeting, be rescinded.

(b) That Carol-Ann Robinson (Library Secretary, Clerical & Technical Staff) be returned from a Leave of Absence, effective 1996 08 19.

9. OTHERS

(a) That the following Acting Elementary School Principals be declared surplus to the staffing needs of the system and that the incumbents be transferred to the position of Elementary School Vice-Principal effective 1996 09 01:

Gail Belisario
David Repchuck
Marilyn Stewart
Catherine Youngblud

Respectfully submitted

Board Room
1996 08 27

G. DARBY
Chairman

MINUTES OF THE BOARD OF EDUCATION

Board Room
Education Centre
1996 09 19

The Board met.

Present: Trustees Stewart (Chairman), Bishop, Cunningham, Darby, Desmarais, Gage, Hicks, Hill, Johnston, Johnstone, Korz, Lowe, MacDonald, Mulholland, Orban, Paquin, Patenaude, Rodgerson and Rogers.

Officials Present: D. W. Goodridge (Director of Education and Secretary, R. Binns (Superintendent of Human Resources Services), P. Gillie (Superintendent of Administrative and Operational Services), E. Bond (Superintendent of Program), M. Quinn (Superintendent of Schools), R. Lavoie (Superintendent of Schools, French as a First Language), F. Cooke (Assistant Superintendent, Program) and M. Matier (Assistant Superintendent of Schools, Mountain).

The Board met in-camera prior to the public session and the following action was taken:

Moved by Mrs. Hill, seconded by Mr. Darby: That the General Part of the Report of the Special In-camera Meeting of the Operations and Finance Committee be adopted. Carried.

Other action taken by the Board is not included in this public record by virtue of the Education Act, Section 207 (2).

The Board then met in public at 20:00 hours.

A moment of silence was observed in the memory of the late Robert Nixon, a former Trustee and Chairman of the Board.

Moved by Mr. Mulholland, seconded by Mrs. Johnstone: That the minutes of the last regular meeting of 1996 06 20 and special meetings of 1996 06 27 and 1996 08 27 be adopted as presented. Carried.

The Secretary read notes of thanks for the Board's Retirement Reception from Vic Lepp, Marie Shwaluk, Betty Rolland, Olga Warren and Ken Watson. He then drew the members' attention to the correspondence attached to the agendas.

Moved by Mrs. Bishop, seconded by Mr. Gage: That the correspondence be dealt with as follows:

(a) That the following correspondence be received and filed: a response from Beth Phinney, MP, regarding amendments to the Copyright Act and the Goods and Services Tax rebates for schools, a resolution from the Grey County Board of Education regarding amendments to the Tobacco Control Act and the Essex County Roman Catholic Separate School Board regarding support for the Highway Traffic Amendment Act, 1996.

(b) That the correspondence from the Ministry of Education and Training re Evaluation Report: Model Program for Expelled Students be referred to the Operations and Finance Committee.

Clause (a) was put to a vote and was Carried.

Moved in amendment by Mrs. Hill, seconded by Mr. Darby: That the correspondence in Clause (b) be referred to the appropriate committee. Carried.

The motion, as amended, was put to a vote and was Carried.

Committee reports were presented as follows:

Program Committee - Mrs. Bishop

Operations and Finance Committee - Mrs. Hill

Personnel and Organization Committee - Mr. Darby

Moved by Mrs. Bishop, seconded by Mr. Gage: That the General Part of the Report of the Program Committee be adopted. Carried.

Moved by Mrs. Hill, seconded by Ms. Orban: That the General Part of the Report of the Operations and Finance Committee be adopted.

Trustee Hill requested that Clause 4. (a) be voted on separately.

Moved by Mr. Mulholland, seconded by Dr. Johnston: That the following motions, lost at the Committee meeting, be moved into the body of the report to replace Clause 7.

1. (a) That the Report re Employee Wellness including the following strategies be approved:

(i) Leadership training programs include a "wellness" component to provide managers with the skills to ensure a healthy environment in the workplace.

(ii) Partnerships within the community be encouraged to enhance our ability to offer programs for all employees.

(iii) An evaluation component be included in all "wellness" initiatives.

2. That principals be encouraged to develop within their school plans volunteer wellness committees.

Trustees in support of the amendment encouraged working with staff to promote an environment of wellness.

Trustee Cunningham asked that Clause 1. (a) in the amendment be voted on separately.

Trustee Mulholland accepted the following friendly amendment: 1. (a) That the Report re Employee Wellness [Committee-added] be received and that [including-deleted] the following strategies be approved: (i), (ii) and (iii) remain as stated.

Trustees opposed to this direction cited the costs to the Board in staff time and offered that there is an element of sanction to the Committee's work with the adoption of a Board mandate.

Clause 1. (a) in the amendment was put to a vote and was Lost.

Clause 2. in the amendment was put to a vote and was Carried.

Clause 7., as amended, was put to a vote and was Carried.

Speaking to Clause 4. (a), Trustee Lowe requested that her opposition to this recommendation be recorded in the minutes.

Trustees in support of the recommendation noted the Board's responsibility to review the scope of engagement of its auditors and submitted that, as a public school board, a tendering process should be employed.

During discussions, it was pointed out that the Board is developing a policy and procedure for tendering and it was suggested that this recommendation was premature to that action.

Moved in amendment by Mrs. Hill: That Clause 4. (a) be tabled.

The Chair was challenged in accepting Trustee Hill's motion as she had spoken previously to the issue and the challenge was sustained.

Moved in amendment by Mr. Darby, seconded by Ms. Patenaude: That Clause 4. (a) be tabled. Carried.

Trustee Cunningham signified her intention to put a motion on the floor relative to the hiring of a Central Dispatcher should the recommendation regarding the purchase of a substitute employee management system remain lost as it was at Committee.

The Report, as amended, was put to a vote and was Carried.

Moved by Mr. Darby, seconded by Mr. Korz: That the General Part of the Report of the Personnel and Organization Committee be adopted.

Moved in amendment by Miss Cunningham, seconded by Ms. Orban: That a Central Dispatcher (substitute employee management) be hired on a special temporary basis until December, 1996 and that the need for the position be reviewed at that time.

The Chairman called for a two-thirds majority vote to consider the motion and the required vote was received.

Trustee Cunningham noted that there is no assistance for principals in contacting supply staff and offered the amendment will alleviate problems until additional information on a substitute employee management system is forthcoming.

The amendment was put to a vote and was Carried.

The Report, as amended was put to a vote and was Carried.

Under New Business, the Chairman noted that he had intended to make a motion to adjust the secondary school year calendar (1996-97) but withdrew the item from the agenda pending further discussions with the Salary Committee.

FRENCH LANGUAGE SECTION

Trustee Desmaris noted that the French Language Section did not meet in September.

ELEMENTARY/SECONDARY

The Secretary drew the members' attention to the following correspondence: a letter of resignation from Trustee Rodgerson and the Hamilton Teachers' Federation regarding Professional Activity Days.

Trustee Rodgerson then read her letter of resignation as a Trustee in Ward 8.

Moved by Miss Cunningham, seconded by Mr. Korz: That the resignation of Trustee Susan Rodgerson, effective 1996 10 01, be accepted with regret. Carried.

The Chairman reported that a Special Meeting of the Board will be convened 1996 09 26 to determine the disposition of the vacancy in Ward 8.

Moved by Mr. Mulholland, seconded by Miss Cuninghame: That the correspondence from the Hamilton Teachers' Federation be referred to an in-camera session of the Board.

The Chairman agreed this letter impacted on negotiations.

The motion was put to a vote and was Carried.

Moved by Mrs. Hill, seconded by Ms. Orban: That the Elementary/Secondary Part of the Report of the Operations and Finance Committee be adopted. Carried.

Moved by Mr. Darby, seconded by Mr. Gage: That the Elementary/Secondary Part of the Report of the Personnel and Organization Committee be adopted.

At Trustee Hill's request, Clause 1. 2. **Permanent Staff Appointments** was put a separate vote and was Carried.

The rest of the Report was put to a vote and was Carried.

The Board then met in-camera.

At 22:50, the public session re-convened.

Moved by Mr. Gage, seconded by Dr. Johnston: That the Chairman respond to the letter from the Hamilton Teachers' Federation. Carried.

The meeting then adjourned.

Read and confirmed.

.....
Chairman

**REPORT OF THE PROGRAM COMMITTEE
SIXTH REPORT**

Present: Trustees Bishop (Chairman), Johnstone, Mulholland, Patenaude and Stewart.

Also Present: Trustees Cunningham, Darby, Desmarais, Hicks, Johnston, Orban and Rogers.

Officials Present: D. Goodridge (Director of Education and Secretary); E. Bond (Superintendent of Program); P. Gillie (Superintendent - Administrative and Operational Services); F. Cooke (Assistant Superintendent of Program).

The Committee recommends:

GENERAL

1. That the verbal Report regarding the Letter from the Ontario Association for Counselling and Attendance Services regarding Habitual Absence Legislation be received for information and that the letter be received and filed.

Respectfully submitted

**Board Room
1996 09 05**

**J. BISHOP
Chairman**

**REPORT OF THE
OPERATIONS AND FINANCE COMMITTEE
SEVENTH REPORT**

Present: Trustees Hill (Chairman), Desmarais, Lowe, MacDonald, Orban, Rogers and Stewart.

Also Present: Trustees Bishop, Cunningham, Darby, Gage, Johnston, Johnstone, Mulholland, Paquin and Patenaude.

Officials Present: D. Goodridge (Director of Education and Secretary), L. Veerman (Acting Senior Financial Officer), R. Binns (Superintendent of Human Resources), P. Gillie (Superintendent of Administrative and Operational Services), M. Quinn (Superintendent of Schools - Lower City) and M. Matier (Assistant Superintendent of Schools - Mountain).

The Committee recommends:

GENERAL

1. That the Report re Resource Management Strategy be deferred to the October 1996 meeting of the Operations and Finance Committee.

2. That the following recommendation of the Director of Education and Secretary be approved:

(a) That the following trip request be approved:

(i) City-Wide Visual Arts Field Study, Grades 11-OAC, New York City, N.Y., U.S.A., 1997 05 21-25 (Wednesday to Sunday)

3. That the Interim Financial Status Report - 1996 07 31 be received for information.

Clause 4. tabled at Board.

4. That the Report re Duties and Engagement of the External Auditors of the Board be received for information and the following recommendation approved.

(a) That the Board issue a tender for the services of an external auditor commencing with the 1998 fiscal year.

5. That the Fast Report from the Ontario Public School Boards' Association re "SchoolNet" be referred to the Trustee Communications Committee for consideration.

6. That the Chairman of the Board send a letter to the Minister of Education and Training expressing the Board's support for the Ontario Software Acquisition Program and that a copy of the letter be sent to the Essex County Board of Education.

Clause 7. amended at Board.

7. That the correspondence from the Hamilton Principals' Association re Student and Employee Wellness be received with thanks and that no action be taken at this time.

8. That Hill Park Secondary School be granted permission to obtain a liquor permit for an Alumni Inaugural Meeting to be held on Saturday, 1996 11 02.

9. That the following recommendations in the Report of the Policy Review Committee be approved:

(a) OP-19 School Trips - Practices and Guidelines

That the following policy statement be approved as written:

"It is the policy of the Board of Education for the City of Hamilton to support school trips as an extension of the educational program beyond the immediate school site that directly contributes to the education of students."

(b) OP-20 Guidelines for Outside Speakers in Schools

That the following policy statement be approved as written:

"It is the policy of the Board of Education for the City of Hamilton to support guest speakers whose purpose is to enrich the learning program in accordance with curriculum and Ministry of Education and Training guidelines."

(c) OP-21 Reporting Non-Resident Students

That the following policy statement be approved as written:

"It is the policy of the Board of Education for the City of Hamilton

that non-resident students attending our schools have the appropriate fees paid by the Ministry, Government of Canada, other Boards, non-resident parents/guardians of students or by students."

(d) OP-23 Proficiency Awards - Grades 9, 10, 11 and 12

That the following policy statement be approved as written:

"It is the policy of the Board of Education for the City of Hamilton to recognize students in Grades 9, 10, 11, 12 and OAC who obtain high standing."

(e) OP-24 Granting Credits to Students registered in Community Facility Education Programs

That the following policy statement be approved as written:

"It is the policy of the Board of Education for the City of Hamilton to provide educational programs to students in Community Facilities in accordance with Section 27 of the General Legislation Grants."

ELEMENTARY/SECONDARY

1. That the following recommendations of the Director of Education and Secretary be approved:

(a) That the following trip requests be approved:

(i) Sherwood Heights, Grades 4 and 5, Leadership Camp, Camp Wanakita, 1996 09 24-26 (Tuesday to Thursday)

(ii) Delta, Grades 11-OAC, Senior Basketball Team - Tournament, Collingwood, 1996 09 27-29 (Friday to Sunday)

(iii) Hill Park, Grades 10-OAC, Cedarview Conference Centre, Bolton, 1997 02 07-09 (Friday to Sunday)

(iv) Sir John A Macdonald, Grades 9-OAC, Quebec City, 1997 05 15-18 (Thursday to Sunday)

(v) Westmount, Grades 9-OAC, Gannon University, Erie Pennsylvania, USA, 1996 11 15-16 (Friday to Saturday)

Respectfully submitted

Board Room
1996 09 10

S. HILL
Chairman

**REPORT OF THE PERSONNEL AND
ORGANIZATION COMMITTEE
SEVENTH REPORT**

Present: Trustees Darby (Chairman), Cunningham, Hicks, Johnston, Korz, Paquin and Stewart.

Also Present: Trustees Bishop, Desmarais, Gage, Hill, Johnstone, Mulholland, Orban and Rogers.

Officials Present: R. Binns, Superintendent of Human Resources and Secretary Pro Tem; P. Gillie, Superintendent - Administrative and Operational Services; E. Bond, Superintendent of Program; L. Veerman, Acting Senior Financial Officer

The Committee Recommends:

GENERAL

Report amended at Board.

1. That the following recommendations of the Superintendent of Human Resources be approved:

1. **PROBATIONARY STAFF APPOINTMENTS** - Nil
2. **PERMANENT STAFF APPOINTMENTS** - Nil
3. **PROMOTIONS** - Nil
4. **INTERNAL APPOINTMENTS** - Nil
5. **TIMETABLE CHANGES** - Nil
6. **RETIREMENTS**
(a) That the retirement of Patricia Lane, Cleaner (Cleaning Staff), effective 1996 05 31, approved at the June Board Meeting, be changed to delete the words "and that the Board's gratuity be paid."
7. **LEAVING EMPLOYMENT** - Nil

8. LEAVES**Secondment**

(a) That the request of the Hamilton-Wentworth Industry Education Council for the extension of the secondment of James O'Connor (S), effective 1996 09 01 to 1997 08 31, to serve as Executive Director, be approved.

9. OTHERS - Nil

* * * * *

2. That the Staffing Report - Full Time Equivalent Positions as of 1996 08 31 be received for information.

3. That the Report on Supply Teacher Usage as of 1996 06 30 be received for information.

4. That the Report on Substitute Cleaner/Casual Assistance Usage as of 1996 06 30 be received for information.

5. That the 1995 and 1996 Temporary Assistance Expenditures Report be received for information.

6. That a telephone receptionist be hired on a temporary special assignment basis until December, 1996 and that the need for the position be reviewed at that time.

ELEMENTARY/SECONDARY

1. That the following recommendations of the Superintendent of Human Resources be approved:

1. PROBATIONARY STAFF APPOINTMENTS

(a) (i) That the re-call of Margaret Richer (E) to the Probationary Staff, effective 1996 09 01, approved at the August 27, 1996 meeting, be rescinded.

(ii) That the Colleen Blacklock (E) be re-appointed to the Probationary Staff, effective 1996 09 01, with salary according to the salary schedule. **Replacement**

(iii) That the following teachers be appointed to the Probationary Staff, effective 1996 09 01, with salary according to the salary schedule:

Candace Cook (E)

Alfreda Ledonne (E) (.5)

Replacements

(b) That the following staff be appointed to the Probationary Staff, effective as shown, with salary according to the salary schedule.

Leslie F. Evans-Tenbrinke (Educational Assistant, Educational & Lunchroom Assistant Staff), 1996 09 03 (.5)

Beata Tomaszewska (Educational Assistant, Educational & Lunchroom Assistant Staff), 1996 09 03

Janet H. Wynne (Social Worker, Professional Student Services Personnel), 1996 09 01

Contract Compliance

2. PERMANENT STAFF APPOINTMENTS

(a) (i) That the re-appointment of Carol Sindall Simpson (E) to the Probationary Staff, effective 1996 09 01, approved at the August 27, 1996 meeting, be changed to read that Carol Sindall Simpson be re-called and appointed to the Permanent Staff, effective 1996 09 01.

Confirmations

(a) That the following teachers be confirmed in the position stated, effective as shown, with salary according to the salary schedule:

Ortwin Baldauf (S), (Assistant Head of Department - Science), 1996 09 01

Joan Boutz (S), (Head of Department - Family Studies), 1996 09 01

Kathryn Brink (E), (Elementary Vice-Principal), 1996 01 01

Isabel Copeland (S), (Head of Department - Languages), 1996 09 01

Charlotte Crouch (S), (Head of Department - English), 1996 09 01

John Forbeck (E), (Elementary Principal), 1996 02 21

Patricia Fulton (S), (Secondary Principal), 1996 01 31

Vasco Gajic (S), (Head of Department - Music), 1996 09 01

Mary Johnson (E), (Elementary Vice-Principal), 1996 02 21

Lucy Kisway (S), (Head of Department - Science), 1996 09 01
Anne Luxon (E), (Elementary Vice-Principal), 1996 02 21
James Mackrory (E), (Elementary Principal), 1996 01 01
Darlene McFadden-Hart (S), (Assistant Head of Department - Science), 1996 09 01
David McIsaac (S), (Secondary Principal), 1996 09 01
James Morgante (S), (Assistant Head of Department - Mathematics), 1996 09 01
Vesna Pankerichan (S), (Head of Department - Languages), 1996 01 31
Brian Radke (S), (Head of Department, History), 1996 09 01
John Scarcelli (S), (Head of Department - Technological Studies), 1996 09 01
John Scott (E), (Alternative Education Program Leader), 1996 09 01
Kathryn Starodub (S), (Head of Department - English), 1996 09 01
John Whitwell (S), (Head of Department - Business), 1996 09 01
Graham Worthington (S), (Head of Department - Science), 1996 09 01
Colleen Wray (S), (Head of Department - History), 1996 09 01

(b) That Julie E. Morgan, Social Worker (Program-Social & Interpersonal Skills, Professional Student Services Personnel) be appointed to the permanent staff, effective 1996 09 01.
Confirmation

3. PROMOTIONS

(a) (i) That Glenn Corriveau (E) be appointed to the term position of Literacy Consultant (.5), with the responsibility of Second Languages, effective 1996 09 20, with salary according to the salary schedule. The duration of the term is to be determined.
Replacement

(ii) That Cheryl Ende (S) be appointed to the term position of Literacy Consultant (.5), with the responsibility of English as a Second Language, effective 1996 10 18, with salary according to the salary schedule. The duration of the term is to be determined. **Replacement**

4. INTERNAL APPOINTMENTS - Nil

5. TIMETABLE CHANGES

(a) That the timetable of the following teachers be changed, effective as shown, with salary according to the salary schedule:

Sandra Levy (E), .4 to .7, 1996 09 16

Laura Manente (E), .5 to 1.0, 1996 09 09

Mary Beth Wheeler, .7 to .8, 1996 09 01

Replacements

(b) That the following timetable changes be approved, effective as shown, with salary according to the salary schedule:

Darlene E. Bennett-Bauer (Psychoeducational Consultant, Professional Student Services Personnel), from 1 to .6, 1996 09 01

M. Irene Birch (Educational Assistant, Educational & Lunchroom Assistant Staff), from 1 to .5, 1996 09 03

Dr. Judith E. Wilkinson (Psychoeducational Consultant, Professional Student Services Personnel), from .9 to .4, 1996 09 01

6. RETIREMENTS

(a) That the resignations of the following teachers, for the purpose of retirement, effective as shown, be accepted with regret and the Board's gratuity be paid:

Carolyn McCormick (E), 1997 03 31

Ruth Timney (E), 1996 10 31

7. LEAVING EMPLOYMENT

(b) That the date, 1996 08 31, for the following staff to leave the employ of the Board, be approved:

Sunny L. Francis (Educational Assistant, Educational & Lunchroom Assistant Staff)

Ingrid J. Maraj (Social Worker, Professional Student Services Personnel)

Janice E. McLarty (Educational Assistant, Educational & Lunchroom Assistant Staff)

8. LEAVES**Leave of Absence**

(a) That the request of the following teachers for a Leave of Absence, effective as shown, be granted:

Jeannine MacIsaac (S), 1996 11 18 to 1997 05 26

Karen McPhee (E), 1996 10 01 to 1997 04 07

William Shugan (E), 1994 11 08

Laura Zaffiro-Smith (S), 1996 11 01 to 1997 05 08

Sonia Zolis (E), 1996 10 31 to 1997 08 31

(b) That the request of the following staff for a Leave of Absence, effective as shown, be granted:

Daniel J. Horne (Educational Assistant, Educational & Lunchroom Assistant Staff), 1996 09 03 to 1997 06 30

Dianne M. Kunz (Educational Assistant, Educational & Lunchroom Assistant Staff), 1996 09 03 to 1997 06 30

Eileen Runchey (Educational Assistant, Educational & Lunchroom Assistant Staff), 1996 09 03 to 1997 06 30 (.5)

S. Gay Stanley (Speech/Language Pathologist, Professional Student Services Personnel), 1996 09 01 to 1997 06 30

Leslie M. Walberg-Hegan (Social Worker, Professional Student Services Personnel), 1996 09 03 to 1997 03 07

Leave Extension

(a) That the requests of the following teachers for an extension of their Leaves of Absence, effective as shown, be granted:

Ian Waltenbery (E), 1996 09 01

William Shugan (E), 1996 09 01

(b) That the requests of the following staff for an extension of their Leaves of Absence, effective as shown, be granted:

Anna M. Brohman (Educational Assistant, Educational & Lunchroom Assistant Staff), 1996 10 21 to 1996 12 13

Marilyn R. Burge (Educational Assistant, Educational & Lunchroom Assistant Staff), 1996 09 03 to 1996 12 20

Joanne F. Castle (Educational Assistant, Educational & Lunchroom Assistant Staff), 1996 09 03 to 1996 12 20

W. Joan Dabor (Educational Assistant, Educational & Lunchroom Assistant Staff), 1996 09 03 to 1996 12 20

Marian Kostur (Educational Assistant, Educational & Lunchroom Assistant Staff), 1996 09 03 to 1996 12 20

Carol L. Labesh (Educational Assistant, Educational & Lunchroom Assistant Staff), 1996 09 03 to 1997 06 30 (.5)

Cheryl L. Weston-Shepherd (Educational Assistant, Educational & Lunchroom Assistant Staff), 1996 09 03 to 1997 06 30

Reduced Workload Leaves

(a) That the request of the following teachers for a Reduced Workload Leave of Absence, effective as shown, be granted.

Beverley Corsini (E), (.5)1996 09 09 to 1997 08 31

Wendy Martin (E), 1996 09 16 to 1997 08 31

Return from Leave of Absence

(a) That Sandra Law (E) be returned from a Leave of Absence, effective 1997 01 01.

(b) That the following staff be returned from a Leave of Absence, effective as shown:

Susan P. Crawford (Educational Assistant, Educational & Lunchroom Assistant Staff), 1996 09 03

Jane E. Kasapowitsch (Educational Assistant, Educational & Lunchroom Assistant Staff), 1996 09 03

Joann M. Reitzel (Psychoeducational Consultant, Professional Student Services Personnel), 1996 09 01 (.7)

Barbara I. Vandyk (Educational Assistant, Educational & Lunchroom Assistant Staff), 1996 09 03

9. OTHERS

(a) That Christopher Heron be transferred from the Elementary Panel to the Secondary Panel, effective 1996 09 01, with salary according to the salary schedule.

Reciprocal Transfers

(a) (i) That the following teachers be transferred from the Elementary Panel to the Secondary Panel, effective 1996 09 01, with salary according to the salary schedule:

Harland Izatt (E)

Alison Tweedy (E)

(ii) That the following teachers be transferred from the Secondary Panel to the Elementary Panel, effective 1996 09 01, with salary according to the salary schedule:

John Bradley (S)

Judith Hopkins (S)

Respectfully submitted

Board Room

1996 09 12

G. DARBY

Chairman

**REPORT OF THE SPECIAL IN-CAMERA MEETING
OF THE OPERATIONS AND FINANCE COMMITTEE**

Present: Trustees Hill (Chairman), Desmarais, Orban, Rogers and Stewart.

Also Present: Trustees Bishop, Cunningham, Darby, Johnston, Johnstone and Patenaude.

Officials Present: D. W. Goodridge (Director of Education and Secretary) and M. Quinn (Superintendent of Schools, Lower City).

The Committee recommends:

GENERAL

1. That the twenty day suspension of a student in our system be extended until the conclusion of the expulsion hearing by the Board scheduled for 1996 10 03.

2. That the twenty day suspension of a student in our system be extended pending the outcome of a completed investigation into an incident at a secondary school.

3. That the twenty day suspension of a student in our system be extended pending the outcome of a completed investigation into an incident at a secondary school.

4. That, should the suspension of a student in our system expire prior to the conclusion of an investigation into an incident at a secondary school, it be extended pending the outcome of the investigation.

Respectfully submitted

Board Room
1996 09 19

S. HILL
Chairman

**MINUTES OF THE SPECIAL
MEETING OF THE BOARD OF EDUCATION**

Board Room
Education Centre
1996 09 26

The Board met.

Present: Trustees Stewart (Chairman), Bishop, Cunningham, Darby, Desmarais, Gage, Hicks, Johnston, Johnstone, Korz, Lowe, MacDonald, Mulholland, Orban, Paquin and Patenaude.

Officials Present: D. Goodridge (Director of Education and Secretary).

The Secretary noted that regrets for being unable to attend this evening's meeting were received from Trustees Hill, Rodgerson and Rogers.

ELEMENTARY/SECONDARY

Disposition of Trustee Vacancy - Ward 8

The Chairman noted the purpose of this evening's meeting was to determine the disposition of the trustee vacancy in Ward 8 as a result of Trustee Rodgerson's resignation. He added that the Ministry of Education and Training has advised that there are only two options before the Board: Board appointment or by-election (Sections 222 (2) (a) and 222 (3) respectively in the Education Act). The Ministry clarified that what had been thought was a third option - to not fill the vacancy - was not possible as the Minister of Education and Training does not have the authority to grant a Board dispensation from the provisions of the Act and there is not sufficient time to seek the appropriate legislative change since the Education Act specifies that the vacancy must be filled within 60 days.

Moved by Mr. Hicks, seconded by Mr. Mulholland: That the Hamilton Board of Education request from the Minister of Education and Training permission to not fill the Trustee vacancy left by the resignation of the Trustee in Ward 8 until the next municipal election.

Trustee Hicks offered that this direction was feasible under current legislation which permits boards of education to engage in pilot projects. Citing the Minister's focus around the downsizing the number of trustees, the possibility of amalgamation or the elimination of school boards before the election in 1997, Trustee Hicks urged the Board to put this issue into the hands of the Minister directly, make him aware of this Board's stand and force the issue to be dealt with publicly by the Minister's office.

Trustees in support of the motion suggested that such a direction would provide an opportunity to see the effects of one trustee in a Ward and agreed that this was an opportunity to find out where the Ministry stands on this issue.

Trustees opposed to the motion felt it futile to ask the Minister to do something over which he has no legal authority and, in supporting the appointment process, offered that Ward 8 deserved the same level of trustee representation as all other wards.

Moved by Mr. Mulholland, seconded by Mr. Hicks: That the Board resolve in a Committee-of-the-Whole. Lost.

The motion was put to a recorded vote and it was Lost: Those in favour: Trustees Bishop, Johnstone, Mulholland, Hicks and Darby; those opposed: Trustees Cunningham, Gage, MacDonald, Johnston, Lowe, Korz, Orban and Stewart.

Moved by Mr. Korz, seconded by Ms. Orban: That the Board appoint a replacement for the Trustee vacancy in Ward 8.

The Chairman noted his hope that, should the motion be adopted, the appointment could be made at the October Board. He then informed the members of the dates for the advertisement in the newspaper, the deadline for applications and interview dates reserved.

Suggesting that the dates given by the Chairman were rushing the process, it was moved in amendment by Mr. Darby, seconded by Mrs. Bishop: That the deadline date for applications be 1996 10 21.

The Chairman offered that the schedule as outlined follows the same pattern as previous trustee appointments.

The amendment was put to a vote and was Lost.

The Chairman responded to a question that he would suggest the Chairs' Committee be responsible for conducting the interviews, adding that any trustee who attends all interviews would be permitted to cast a vote.

Prior to putting the motion to vote, the Chairman announced the following schedule: advertisement in the Spectator on Saturday, 1996 09 28 and Wednesday, 1996 10 02; applications due by 1996 10 07; interview date of 1996 10 15 (16th if necessary).

The motion was put to a recorded vote and was Carried. Those in favour: Trustees Cunningham, Gage, MacDonald, Johnston, Johnstone, Lowe, Korz, Orban and Stewart; those opposed: Trustees Bishop, Mulholland, Hicks and Darby.

Moved by Mr. Gage, seconded by Dr. Johnston: That an ad hoc committee composed of the Chairman of the Board, the Vice-Chairman and the Chairmen of the Program, Operations and Finance and Personnel and Organization Committees be appointed for the purpose of reviewing suitable candidates or nominees for the trustee vacancy in Ward 8 and that a short list of three candidates be submitted for an interview by the full Board. Carried.

The meeting then adjourned.

Adopted as presented.

.....
Chairman

MINUTES OF THE SPECIAL IN-CAMERA MEETING OF THE BOARD OF EDUCATION

Board Room
Education Centre

The Board met on 1996 10 03 at 20:00 hours.

Present: Trustees Stewart (Chairman), Bishop, Cunningham, Darby, Desmarais, Hill, Johnston, Johnstone, Mulholland, Orban, Patenaude and Rogers.

Officials Present: D. Goodridge (Director of Education and Secretary) and M. Quinn (Superintendent of Schools)

In the absence of the Director of Education and Secretary of the Board, it was moved by Miss Cunningham: That Superintendent Gillie be appointed Secretary Pro Tem. Carried.

Ms. Gillie announced that regrets for not being able to attend this evening's meeting were received from Trustees Gage, Korz and Paquin.

GENERAL

Student Expulsion Hearing

The Chairman stated the purpose of this hearing was to consider a recommendation for the expulsion of a student within our system.

The Chairman announced the following people in attendance: Trustees Stewart (Chairman), Bishop, Cunningham, Darby, Desmarais, Hill, Johnston, Johnstone, Mulholland, Orban, Patenaude and Rogers; P. Gillie, Secretary Pro Tem and Superintendent - Administrative and Operational Services; M. Quinn, Superintendent of Schools; the Principal and Vice-Principal of the School where the student was enrolled; the student; and R. Millar as the recording secretary.

Superintendent Quinn reviewed the report from administration which detailed the Board's current Expulsion Policy, the incident and the investigation and process followed by the

Superintendent and the Principal. In reviewing the reasons for making the recommendation to expel, Superintendent Quinn confirmed that all requirements under Section 23(3) of the Education Act and the Board's Expulsion Policy had been met. The recommendation for expulsion was then read.

The student was given an opportunity to speak to the recommendation.

Upon conclusion of the presentation by the Superintendent and the student, the Chairman invited questions for clarification.

Following some questions, the Chairman thanked the officials and asked that the record show the following people left the Board Room: P. Gillie, M. Quinn, the Principal and Vice-Principal and the student.

After considering the evidence presented, it was

Moved by Mrs. Hill, seconded by Ms. Orban:

That the student be expelled from the Board of Education for the City of Hamilton effective 1996 10 03. Carried.

The Chairman asked that the record show that: P. Gillie, M. Quinn, the Principal and Vice-Principal and the student returned to the Board Room.

The Chairman announced that after hearing all the evidence and giving it careful consideration, the following motion was moved by Mrs. Hill, seconded by Ms. Orban:

"That the student be expelled from the Board of Education for the City of Hamilton effective 1996 10 03."

The Chairman called for a vote and the motion was Carried.

The meeting then adjourned.

Adopted as presented.

.....
Chairman

MINUTES OF THE SPECIAL MEETING OF THE BOARD OF EDUCATION

Board Room
Education Centre
1996 10 10

The Board met.

Present: Trustees Stewart (Chairman), Bishop, Cunningham, Darby, Desmarais, Gage, Hicks, Johnston, Johnstone, Korz, MacDonald, Mulholland, Orban, Paquin and Rogers.

Officials Present: D. Goodridge (Director of Education and Secretary), P. Gillie (Superintendent of Administrative and Operational Services), E. Bond (Superintendent of Program), M. Quinn (Superintendent of Schools), M. Matier (Assistant Superintendent of Schools), S. Thompson (Assistant Superintendent of Schools) and L. Veerman (Acting Senior Financial Officer).

The Secretary noted that regrets for being unable to attend this evening's meeting were received from Trustees Lowe and Hill.

GENERAL

The Chairman read to the members the letter of resignation from Donald W. Goodridge, Director of Education and Secretary of the Board.

Mr. Goodridge, noting he has accepted the position of Chief Executive Officer with the Vancouver Board of Education, spoke about the privilege that has been his in serving the Hamilton Board of Education and highlighted his observation of and witness to the dedication staff of this Board has for the benefit of students and for the cause of public education. He offered his thanks for the opportunity to be part of the system.

Several trustees, in accepting the resignation with regret, thanked Mr. Goodridge for his leadership of and commitment to the staff, students and the public on behalf of the Board.

Moved by Mr. Darby, seconded by Mrs. Johnstone: That the Board accept with regret the letter of resignation from Donald W. Goodridge, Director of Education and Secretary of the Board of Education for the City of Hamilton effective 1997 02 01. Carried.

The meeting then adjourned.

Adopted as presented.

.....
Chairman

MINUTES OF THE BOARD OF EDUCATION

Board Room
Education Centre
1996 10 17

The Board met.

Present: Trustees Stewart (Chairman), Bishop, Cunningham, Darby, Desmarais, Gage, Hicks, Hill, Johnston, Johnstone, Korz, Lowe, MacDonald, Mulholland, Orban, Paquin and Patenaude.

Officials Present: D. W. Goodridge (Director of Education and Secretary), R. Binns (Superintendent of Human Resources Services), P. Gillie (Superintendent of Administrative and Operational Services), M. Quinn (Superintendent of Schools - Lower City), R. Lavoie (Superintendent of Schools, French as a First Language), F. Cooke (Assistant Superintendent, Program), M. Matier (Assistant Superintendent of Schools, Mountain) and S. Thompson (Assistant Superintendent of Schools, Lower City) and L. Veerman (Acting Senior Financial Officer).

ELEMENTARY/SECONDARY

The Board met in an in-camera session prior to the public meeting for the purpose of interviewing the three trustee candidates as short-listed. Following the interviews, the vote by secret ballot resulted in the following action:

Moved by Mr. Hicks, seconded by Mr. Korz: That Janice Wall be appointed to the Board of Education for the City of Hamilton, representing Ward 8 for the unexpired portion of the term to which Sue Rodgerson (Mayhew) was elected from 1996 10 17 to 1997 11 30. Carried.

Moved by Mr. Mulholland, seconded by Ms. Orban: That the ballots be destroyed. Carried

The public meeting convened at 20:00 hours.

The Secretary noted that regrets for being unable to attend this evening's meeting were received from Trustee Rogers.

In confirmation of the action taken at the in-camera session it was moved by Mr. Hicks, seconded by Mr. Korz: That Janice Wall be appointed to the Board of Education for the City of Hamilton, representing Ward 8 for the unexpired portion of the term to which Sue Rodgerson (Mayhew) was elected from 1996 10 17 to 1997 11 30.

Trustee MacDonald declared a conflict of interest and, noting she had not taken part in the selection process, stated she would neither debate nor vote on the motion.

The motion was put to a vote and was Carried.

GENERAL

The Secretary led Trustee Walls through the Declaration for the Office of Trustee and the Oath of Allegiance.

Moved by Ms. MacDonald, seconded by Mrs. Johnstone: That the minutes of the last regular meeting of 1996 09 19 and special meetings of 1996 09 26 and 1996 10 03 be adopted as presented. Carried.

The Secretary drew the members' attention to the correspondence from the Toronto Board of Education regarding the "Campaign to Save the Tobacco Legislation" and the resolution from the Halton Board of Education regarding the Ontario Agricultural Museum.

Moved by Mrs. Bishop, seconded by Mr. Gage: That the correspondence from the Toronto Board of Education be referred to the Operations and Finance Committee. Carried.

Moved by Dr. Johnston, seconded by Mr. Desmarais: That this Board express its support to the Halton Board of Education and its efforts to revive the Ontario Agricultural Museum and support the continuance in the terms set for in their correspondence. Carried.

Committee reports were presented as follows:

Program Committee - Mrs. Bishop

Operations and Finance Committee - Mrs. Hill

Personnel and Organization Committee - Mr. Darby

Moved by Mrs. Bishop, seconded by Mr. Mulholland: That the General Part of the Report of the Program Committee be adopted. Carried.

Moved by Mrs. Hill, seconded by Ms. Orban: That the General Part of the Report of the Operations and Finance Committee be adopted. Carried.

Moved by Mr. Darby, seconded by Mrs. Hill: That the General Part of the Report of the Personnel and Organization Committee be adopted. Carried.

Moved by Mrs. Hill, seconded by Mr. Darby: That a special meeting be called to discuss both trips as discussed in the paper the last few days, including but limited to:

1. the Board policy re visa students
2. implications of expanding this policy
3. expected benefits of both trips
4. accounting of: people, costs, replacements for people, preparatory work, etc. for a costing of both trips.

The Chairman noted a two-thirds majority vote would be required to entertain the motion. The required majority was received.

Trustee Hill expressed concern that information related to overseas trips by staff had appeared in the newspaper before coming to the Board and noted she did not want to wait for the November meeting of the Operations and Finance Committee to receive this information.

The motion was put to a vote and was Carried.

FRENCH LANGUAGE SECTION

Presentation of Report - Mr. Desmarais

Moved by Mr. Desmarais, seconded by Mr. Paquin: That the Report of the French Language Section be adopted. Carried.

ELEMENTARY/SECONDARY

The Secretary drew the members' attention to the correspondence from the Hamilton Council of Home and School Associations regarding the elimination of teacher positions in Design and Technology, Family Studies, Libraries and Guidance and O.S.S.T.F., District 8, regarding workfare.

Moved by Mrs. Bishop, seconded by Ms. MacDonald: That the correspondence from the Home and School Associations be referred to the Program Committee. Carried.

Moved by Mr. Korz, seconded by Ms. Orban: That the correspondence from O.S.S.T.F., District 8, be referred to the Operations and Finance Committee. Carried.

Moved by Mrs. Bishop, seconded by Miss Cunningham: That the Elementary/Secondary Part of the Report of the Program Committee be adopted. Carried.

Moved by Mrs. Hill, seconded by Ms. Orban: That the Elementary/Secondary Part of the Report of the Operations and Finance Committee be adopted. Carried.

Moved by Mr. Darby, seconded by Mr. Korz: That the Elementary/Secondary Part of the Report of the Personnel and Organization Committee be adopted. Carried.

Prior to adjournment, Trustee Bishop noted the calibre, expertise, degree of commitment to public education observed in the 40 candidates for the vacant position of Trustee, Ward 8, and termed the interviewing process as a heartening experience.

The meeting then adjourned.

Read and confirmed.

.....
Chairman.

**REPORT OF THE
FRENCH LANGUAGE SECTION
SIXTH REPORT**

Present: Trustees Desmarais (Chairman), Paquin and Patenaude.

Officials Present: R. C. Lavoie (Superintendent of Schools, French as a First Language).

The French Language Section recommends:

1. That the following recommendations of the Superintendent of Schools, French as a First Language be approved as presented to the members:

A. STAFFING

1. Probationary Staff Appointment(s) - Nil
2. Permanent Staff Appointment(s) - Nil
3. Promotion(s) - Nil
4. Internal Appointment(s) - Nil
5. Timetable Change(s) - Nil
6. Retirement(s) - Nil
7. Leaving Employment - Nil
8. Leave(s)

Secondment(s)

Leave(s) of Absence

Return(s) from Leave of Absence

Leave Extension(s)

That the request of Marie Fréchette-Deaves (Secretarial) to extend her Leave of Absence effective 1997 01 06 to 1998 01 02 be granted.

B. OTHER

Trip(s)

That the following trip request(s) be approved:

(a) Georges-P.-Vanier, Grades 9 to OAC, Stratford Festival, Stratford, ON, 1996 10 15.

(b) Georges-P.-Vanier, Grades 9 to OAC, Francophone Basketball Tournament (Girls), 1996 10 24-27.

(c) Georges-P.-Vanier, Grades 10-11, Franco-Ontarian Multi-cultural Camp, St-Liguori, QC, 1996 10 17.

* * * * *

3. That the News Release from the Ministry of Education and Training dated 1996 07 25 re Four-year Secondary School Program to start in September 1998 be received for information.

4. That the News Release from the Ministry of Education and Training dated 1996 08 09 re Organizational Chart be received for information.

5. That the News Release from the Ministry of Education and Training dated 1996 08 22 re Reports Show Why costs Higher in Ontario be received for information.

6. That the News Release from the Ministry of Education and Training dated 1996 08 23 re Negotiations between School Boards and Teachers be received for information.

7. That the Memorandum from the Ministry of Education and Training dated 1996 09 06 re Information on District Offices be received for information.

8. That the letter from Ontario Educational Leadership Centre dated 1996 08 01 re OELC Training Course be received for information.

9. That the Information Bulletin from the Ministry of Education and Training dated September 1996 re Curriculum Update be received for information.

10. That the Bulletin from the Ontario French Language Trustees' Association (AFCSO) dated September 1996 re Info-Action be received for information.

11. That the Memorandum from the Ontario French Language Trustees' Association (AFCSO) dated 1996 09 13 re Bill 100 be received for information.

12. That the Letter from the Canadian Association of French Language Education (ACELF) dated 1996 09 16 re Symposium Program of ACELF be received for information.

13. That the Report on the Ontario Basic Skills Program 1995-1996 be received for information.

14. That the Report on the 1996-1997 September Enrolment at Georges-P.-Vanier be received for information.

15. That the January 1997 Meeting for the French Language Section be cancelled.

16. That the Report of the Admission Committee be approved and the following students admitted to École secondaire Georges-P.-Vanier :

Amandeep Basanti
Hassane Hissein Haggar
Ahmat Sakheiroun

Respectfully submitted

Committee Room
Education Centre
1996 09 30

JEAN DESMARAIS
Chairman

**RAPPORT DE LA SECTION DE
LANGUE FRANÇAISE
SIXIÈME RAPPORT**

Étaient présents : M. Jean Desmarais (président), M. Hubert Paquin (conseiller scolaire), Mme Marie Patenaude (conseillère scolaire).

Administrateur présent : M. R. C. Lavoie (Surintendant des écoles de langue française).

La Section de langue française recommande:

1. que les propositions du Surintendant des écoles de langue française soient approuvées telles que présentées aux membres :

A. DOTATION EN PERSONNEL

1. Nomination(s) du personnel stagiaire - Aucune
2. Nomination(s) du personnel permanent - Aucune
3. Promotion(s) - Aucune
4. Nomination(s) interne(s) - Aucune
5. Changement(s) d'assignation - Aucun
6. Retraite(s) - Aucune
7. Résiliation(s) d'emploi - Aucune
8. Congé(s)

Prêt de service

Congé autorisé

Retour de congé autorisé

Prolongation d'un congé autorisé

Que la demande de Marie Fréchette-Deaves (Secrétariat) de prolonger son congé autorisé à partir du 6 janvier 1997 jusqu'au 2 janvier 1998 soit accordée.

B. AUTRES

Voyages

Que les demandes de voyage suivantes soient approuvées:

(a) Georges-P.-Vanier, 9e année-CPO, Festival de Stratford, Stratford, ON, le 15 octobre 1995. (mercredi)

(b) Georges-P.-Vanier, 9e année-CPO, Tournoi francophone de Basket-ball (filles), Sudbury, ON, le 24 au 27 octobre 1996.

(c) Georges-P.-Vanier, 10e-11e années, Camp de Leadership de l'AMFO, St-Liguori, QC, le 17 au 20 octobre 1996.

* * * * *

3. que le communiqué du ministère de l'Éducation et de la Formation en date du 25 juillet 1996 : Objet : Nouveau programme d'études secondaires de quatre ans à compter de septembre 1998 soit reçu à titre d'information.

4. que le communiqué du ministère de l'Éducation et de la Formation en date du 9 août 1996 : Objet : Schéma organisationnel soit reçu à titre d'information.

5. que le communiqué du ministère de l'Éducation et de la Formation en date du 22 août 1996 : Objet : Des rapports expliquent les coûts élevés de l'éducation en Ontario soit reçu à titre d'information.

6. que le communiqué du ministère de l'Éducation et de la Formation en date du 23 août 1996 : Objet : La province revoit les règles démodées qui régissent la négociation entre les conseils scolaires et le personnel enseignant soit reçu à titre d'information.

7. que la note de service du ministère de l'Éducation et de la Formation en date du 6 septembre 1996 : Objet : Renseignements sur les bureaux de district soit reçue à titre d'information.

8. que la lettre du Centre d'animation scolaire de l'Ontario en date du 1er août 1996 : Objet : Stage CASO - Sports 1996 soit reçue à titre d'information.

9. que le bulletin d'information ministère de l'Éducation et de la Formation en date de septembre 1996 : Objet: Curriculum : Travaux en cours soit reçu à titre d'information.

10. que le bulletin de l'Association française des conseils scolaires de l'Ontario (AFCSO) en date de septembre 1996 : Objet : Info-action soit reçu à titre d'information.

11. que la note de service de l'Association française des conseils scolaires de l'Ontario (AFCSO) en date du 13 septembre 1996 : Objet : L'examen du projet de loi 100 soit reçue à titre d'information.

12. que la lettre de l'Association canadienne d'éducation de langue française (ACELF) en date du 16 septembre 1996 : Objet : Programme des symposiums de l'ACELF soit reçue à titre d'information.

13. que le rapport sur le Programme de Formation de base de l'Ontario 1995-1996 soit reçu à titre d'information.

14. que le rapport sur les effectifs scolaires pour l'année 1996-1997 soit reçu à titre d'information.

15. que la réunion de la Section de langue française du mois de janvier 1997 soit annulée.

16. que le rapport du Comité d'admission soit approuvé et que les élèves nommés ci-dessous soit admis à l'École secondaire Georges-P.-Vanier :

Amandeep Basanti
Hassane Hissein Haggar
Ahmat Sakheiroun

Respectueusement présenté

Petite salle,
Centre d'éducation
le 30 septembre 1996

JEAN DESMARAIS
Président

REPORT OF THE PROGRAM COMMITTEE SEVENTH REPORT

Present: Trustees Bishop (Chairman), Johnstone, Mulholland, Patenaude and Stewart.

Also Present: Trustees Cunningham, Darby, Desmarais, Johnston, Orban and Rogers.

Officials Present: E. Bond (Secretary Pro Tem and Superintendent of Program), M. Quinn (Superintendent of Schools - Lower City) and F. Cooke (Assistant Superintendent of Program).

The Committee recommends:

GENERAL

1. That the name of the learning materials as listed be approved for use in elementary schools and be added to the existing list of texts and learning materials previously approved by the Board of Education for the City of Hamilton.

2. That the Verbal Update re Hamilton-Wentworth Police Department's Promotional Program - "Chill Out" be received for information.

3. That the January 1997 meeting of the Program Committee be re-scheduled to Thursday, 1997 01 09, immediately following the Personnel and Organization Committee meeting.

ELEMENTARY/ SECONDARY

1. That the Verbal Update on the Status of Non-mandated Program be received for information.

2. That the Report re Identification, Placement and Review Committee Process - May/June 1996 be received for information.

Respectfully submitted

Board Room
1996 10 03

J. BISHOP
Chairman

**REPORT OF THE
OPERATIONS AND FINANCE COMMITTEE
EIGHTH REPORT**

Present: Trustees Hill (Chairman), Desmarais, Lowe, MacDonald, Orban, Rogers and Stewart.

Also Present: Trustees Bishop, Cunningham, Darby, Johnston, Mulholland and Paquin.

Officials Present: D. Goodridge (Director of Education and Secretary), E. Bond (Superintendent of Program), P. Gillie (Superintendent of Administrative and Operational Services), M. Quinn (Superintendent of Schools - Lower City), M. Matier (Assistant Superintendent of Schools - Mountain), S. Thompson (Assistant Superintendent of Schools - Lower City) and L. Veerman (Acting Senior Financial Officer).

The Committee recommends:

GENERAL

1. That the Report on Freedom of Information Activities (FOI) - 1995/96 be received for information and the following recommendations approved:

(a) That the Board continue to develop retention schedules for all departments which will: identify records in all formats (computer, microfiche/film paper); identify all locations where records are stored; allow records to be disposed of in accordance with legislated requirements; and prove the Board's compliance during an appeal to the Information and Privacy Commission.

(b) That an annual Freedom of Information report be brought back to the Operations and Finance Committee in October of each year.

2. That the Annual Report on the Implementation of Major Initiatives - 1995, 1996 and 1997 be received for information.

3. That the Transportation Policy relative to Junior Kindergarten be referred to the Transportation Committee for clarification.

4. That the following Report of the Fund Raising Study Committee be approved:

(a) That the Fundraising Study Report from Ketchum Canada Inc. be received for information and the following recommendations approved:

(i) That the Chairman appoint five trustees to form a Fund Raising/Corporate Partnership Policy Committee with a mandate to develop a system-wide policy and related procedures (using, as appropriate, partnership and development policies provided in the Ketchum Fund Raising Study Report) and that the Committee report back to Operations and Finance Committee by February 1997. The purpose of this policy would be to provide direction at both the school and system level on fund raising initiatives and corporate partnerships/sponsorships;

(ii) That the Board of Education for the City of Hamilton Foundation be asked to consider a plan for developing partnerships with a few key community businesses and organizations to support student programs and services in priority areas;

(iii) That Senior Management prepare, for trustees' consideration, a list of priority projects that would form the basis of new corporate partnership initiatives (as above) by the Board of Education for the City of Hamilton Foundation.

(iv) That major corporate partnership, corporate sponsorship or fund raising initiatives be referred to the Director of Education for review and, as appropriate, for consideration of trustees, until such time as the system and school fund raising/corporate partnership policy is finalized;

(v) That schools be informed that a policy is in development and that they should not commit to any major, long-term fund raising strategies or corporate partnership/sponsorship initiatives until such time that a policy is developed and/or without the consent of the Director and the Board.

(vi) That the Acting Senior Financial Officer provide a report to the Operations and Finance Committee in December on the role and impact of grants officers in other school board as well as staffing strategies associated with these roles.

5. That the following Report of the Chairs' Committee be approved.

(a) That the 1997 Resource Management Strategy - Action Planner Summary (based on Resource Management Strategy adopted by the Board, October, 1994) be approved.

(b) That the preliminary 1997 Budget Estimates reflect the following:

(i) variable expenditures budgeted at a 0% increase or, if possible, a decrease;

(ii) an explanatory note attached if any increases in fixed expenditures are projected.

5. That the following Report of the Special Education Advisory Committee be approved:

(a) That the Special Education Advisory Committee accept the request of the Ontario Association for Families of Children with Communication Disorders to be a Member Association.

6. That the Report of the Transportation Committee be deferred to the November 1996 meeting of the Operations and Finance Committee.

ELEMENTARY/SECONDARY

1. That the following recommendations of the Director of Education and Secretary be approved:

(a) That the following trip requests be approved:

(i) Hillcrest, Grades 7 and 8 [Quebec City], 1997 05 28-31 (Wednesday to Saturday).

(ii) Tweedsmuir, Grades 6-8 [Mt. St. Louis - Moonstone]
1997 02 19-20 (Wednesday to Thursday).

(iii) Westview, Grade 6 [Camp Wanakita], 1997 01 12-15
(Sunday to Wednesday).

(iv) Westview, Grades 6-8 [Snow Valley - Barrie], 1997 01
30 (Thursday).

(v) Westview, Grades 6-8 [Mt. St. Louis - Coldwater],
1997 02 24 (Monday).

(vi) City-Wide, Grades 11-OAC [Boston, USA], 1996 11
20-23 (Wednesday to Saturday).

(vii) Delta, Grades 11-OAC [Stratford Festival] 1996 10 29
(Tuesday).

(viii) Sir Allan MacNab, Grades 10-OAC [Youth Band
Exchange - Horsham, England], 1997 03 27-1997 04 07.

(ix) Westdale, OAC, [King Lear Production - Stratford]
1996 10 24 (Thursday).

(x) Westdale, 11-OAC [Gannon University - Erie,
Pennsylvania], 1996 11 15-16 (Friday to Saturday).

(xi) Westdale, Grades 9-OAC [Holiday Valley Ski Resort -
Ellicottville, USA], 1996 12 13 (Friday), 1997 01 28 (Tuesday),
1997 02 19 (Wednesday), 1997 03 05 (Wednesday), 1997 03 21
(Friday).

(xii) Westmount, Grades 11 and 12 [Niagara Falls -
Canada/USA], 1996 10 18 (Friday).

(xiii) Westmount, Grades 9 to OAC [Holiday Valley Ski
Resort - Ellicottville, USA], 1996 12 13 (Friday), 1997 01 28
(Tuesday), 1997 02 19 (Wednesday), 1997 03 05 (Wednesday), 1997
03 21 (Friday).

2. That the Officials bring a report to the November 1996 meeting of the Operations and Finance Committee regarding Variances in the Delivery of Lunchtime Supervision throughout the system, including the Pilot User-Fee Project.

3. That the verbal update regarding the 1996 10 08 Bomb Threats at Glendale and Sir Winston Churchill Secondary Schools be received for information.

Respectfully submitted

Board Room
1996 10 08

S. HILL
Chairman

**REPORT OF THE PERSONNEL
AND ORGANIZATION COMMITTEE
EIGHTH REPORT**

Present: Trustees Darby (Chairman), Cunningham, Hicks, Johnston, Korz, Paquin and Stewart.

Also Present: Trustees Bishop, Desmarais, Gage, Johnstone, MacDonald, Mulholland, Orban and Rogers.

Officials Present: D. Goodridge, Director of Education and Secretary; E. Bond, Superintendent of Program; P. Gillie, Superintendent - Administrative and Operational Services; M. Quinn, Superintendent of Schools - Lower City; M. Matier, Assistant Superintendent of Schools - Mountain; S. Thompson, Assistant Superintendent of Schools - Lower City

The Committee Recommends:

GENERAL

1. That the verbal update re "Change Your Future" Program be received for information and that the program be discontinued due to lack of funding.

2. That the following recommendations of the Superintendent of Human Resources be approved as presented:

1. **PROBATIONARY STAFF APPOINTMENTS** - Nil
2. **PERMANENT STAFF APPOINTMENTS** - Nil
3. **PROMOTIONS** - Nil
4. **INTERNAL APPOINTMENTS** - Nil
5. **TIMETABLE CHANGES** - Nil
6. **RETIREMENTS** - Nil

7. LEAVING EMPLOYMENT

(a) (i) That the date, 1996 06 28, for Patricia Kossup (Supervisor, Technical Support Services, Administrative Staff) to leave the employ of the Board, be approved.

(ii) That the dates, for the following staff to leave the employ of the Board be approved, and that they receive severance in accordance with the collective agreement:

Susan Andreychuk (Clerk, Clerical & Technical Staff), 1996 06 30
Margaret Coward (Clerk, Clerical & Technical Staff), 1996 09 20

8. LEAVES**Leave of Absence**

(a) That the request of Fiona Russell (Student Records Coordinator, Clerical & Technical Staff) for a Leave of Absence, effective 1996 07 08 to 1997 03 07, be granted.

9. OTHERS - Nil

* * * * *

2. That the Staffing Report - Full Time Equivalent Positions as of 1996 10 10 be received for information.

ELEMENTARY/SECONDARY

1. That the following recommendations of the Superintendent of Human Resources be approved as presented:

1. PROBATIONARY STAFF APPOINTMENTS

(a) That Carol Town (S) be appointed to the Probationary Staff, effective 1996 10 18 (.33 - 2/3 Sem. 1 only), with salary according to the salary schedule. Replacement

2. PERMANENT STAFF APPOINTMENTS - Nil

3. PROMOTIONS

(b) That the following staff be promoted to the position of Elementary School Secretary - Grade 8, 10 month, Clerical & Technical Staff, effective 1996 10 21, with salary according to the salary schedule:

Catherine Forbes
Katherine Morley
Kelly Preocanin (.5)
Replacements

4. INTERNAL APPOINTMENTS - Nil**5. TIMETABLE CHANGES**

(a) That the following timetable changes be approved, effective as shown, with salary according to the salary schedule:

M. Ann Baker (E), .7 to 1.0, 1996 09 27
Jean Barber (E), .5 to 1.0, 1996 09 27
Julie Beattie (E), .8 to 1.0, 1996 09 27
Rita Bertoldi (E), .5 to 1.0, 1996 09 27
Valerie Bryce (S), .66 to 1.0, 1996 09 01
Leslie Cramer (S), .83 to 1.0, 1996 09 01
Dianne Danko (E), .5 to 1.0, 1996 09 27
Sonia D'Aurelio (E), .5 to 1.0, 1996 09 27
Shawn Duthie (E), .5 to 1.0, 1996 09 27
Elysia Dywan (S), .66 to 1.0, 1996 09 01
Betty Eedson (E), .5 to 1.0, 1996 09 27
Louise Fowler (S), .66 to 1.0, 1996 09 01
Susan Gadsby-Prest (E), .5 to 1.0, 1996 09 27
Jean Hughes (S), .83 to 1.0, 1996 09 01
Dorothy Johnson (E), .5 to 1.0, 1996 09 27
Andrea Kay (E), .5 to 1.0, 1996 09 27
Ena Kerr (E), .5 to 1.0, 1996 09 27
Janice Kovar (S), .83 to 1.0, 1996 09 01
Charlene Keuhl (E), .5 to 1.0, 1996 09 27
Kathy Lenz (E), .5 to 1.0, 1996 09 27
Carolyn March (E), .5 to 1.0, 1996 09 27
Robert Martin (E), .8 to 1.0, 1996 09 27
Patricia McEachren (S), .66 to 1.0, 1996 09 01
Wendy Mihailovich (E), .5 to 1.0, 1996 09 27

Donald Orsi (S), .83 to 1.0, 1996 09 01
Arlene Outlaw (E), .7 to 1.0, 1996 09 27
Nancy Parkhill (E), .8 to 1.0, 1996 09 27
Mary Robertson (E), .8 to 1.0, 1996 09 27
Patricia Rocco (S), .33 to .5 (F.T. Sem. 1 only), 1996 09 01
Karen Rutledge (E), .5 to 1.0, 1996 09 27
E. Merike Rutten (S), .5 to .83 (2/3 Sem. 1, F.T. Sem. 2), 1996 09
Susan St. John (E), .5 to 1.0, 1996 09 27
Suzanne Sharrett (E), .5 to 1.0, 1996 09 27
Elaine Smith (S), .66 to 1.0, 1996 09 01
Augustina Sturgess (E), .5 to 1.0, 1996 09 27
Marlene Weil (E), .7 to 1.0, 1996 09 27
Gail Williams (S), .5 to .83 (F.T. Sem. 1, 2/3 Sem. 2), 1996 09 01
Radia Younes (S), .83 to 1.0, 1996 09 01
Replacements and September Re-organization

6. RETIREMENTS

(a) That the resignations of the following teachers for the purpose of retirement, effective as shown, be accepted with regrets and the Board's gratuity be paid:

Frederick Carter (E), 1996 10 23
Linda E. Townsend (S), 1996 10 31

7. LEAVING EMPLOYMENT - Nil

8. LEAVES

Leave of Absence

(a)(i) That the requests of the following teachers for a Leave of Absence, effective as shown, be granted:

Kathryn Clemett (E), 1997 01 01 to 1998 08 31
Wendy Reeson (E), 1996 10 15 to 1997 06 16
Lynsey Sober (S), 1996 11 18 to 1997 05 16

(ii) That the request of Charlene Durritt (E) for a Leave of Absence, effective 1996 09 01 to 1997 08 31, approved at the June meeting, be rescinded.

(b) That the request of Karen Humphreys (Secretary, Clerical & Technical Staff) for a Leave of Absence, effective 1996 12 06 to 1997 10 03, be granted.

Leave of Absence - Date Change

(a) That the dates of the Leave of Absence granted to Sandra McCormick (E) at a previous meeting, be changed to 1996 05 06 to 1996 11 08.

Leave Extension

(a) That the requests of the following teachers for an extension of their Leaves of Absence, effective as shown, be granted:

Sarah Lindsay (E), 1996 09 01 to 1997 08 31

Julie A. Capretta (E), 1996 10 07 to 1996 12 13

(b) That the request of Jane Jarnevich (Secretary, Secondary School Clerical & Secretarial Staff) for an extension of her Leave of Absence, effective 1996 09 24 to 1997 01 24, be granted.

Reduced Workload Leaves

(a) That the requests of the following teachers for Reduced Workload Leaves of Absence, effective as shown, be granted:

Alayne Allan (E), 1.0 to .5, 1996 09 30 to 1997 08 31

Tammy Biggs (S), 1.0 to .66 (2/3 Sem. 1 & 2), 1996 09 01 to 1997 08 31

Lisa Borkovich (S), 1.0 to .83 (3/3 Sem. 1, 2/3 Sem. 2), 1996 09 01 to 1997 08 31

John Dunn (S), 1.0 to .83 (3/3 Sem. 1, 2/3 Sem. 2), 1996 09 01 to 1997 08 31

Magdalen Tassy Gall (E), 1.0 to .5, 1996 10 08 to 1997 08 31

Nancy Holmes (S), 1.0 to .66 (2/3 Sem. 1 & 2), 1996 09 01 to 1997 08 31

Kathleen Johnson (S), .83 to .66 (2/3 Sem. 1 & 2), 1996 09 01 to 1997 08 31

Melinda Lula (S), 1.0 to .83 (2/3 Sem. 1, 2/3 Sem. 2), 1996 09 01 to 1997 08 31

Barbara Makins (S), 1.0 to .66 (2/3 Sem. 1 & 2), 1996 09 01 to 1997 08 31

Katherine Scarth (S), 1.0 to .66 (2/3 Sem. 1 & 2), 1996 09 01 to 1997 08 31

Linda Schultz (E), 1.0 to .5, 1996 09 01 to 1997 08 31

Susan Shaker (S), 1.0 to .66 (2/3 Sem. 1 & 2), 1996 09 01 to 1997 08 31

Anne Simpson (S), .83 to .66 (2/3 Sem. 1 & 2), 1996 09 01 to 1997 08 31

Linda Smith (S), 1.0 to .66 (2/3 Sem. 1 & 2), 1996 09 01 to 1997 08 31

Janet Wolfe (E), 1.0 to .4, 1996 10 01 to 1997 08 31

(ii) That the request of Wendy Martin (E) for a reduced workload Leave of Absence, approved at the September Meeting, be rescinded.

Return from Leave of Absence

(a) That the following teachers be returned from a Leave of Absence, effective as shown:

Judith Ambrose (E), .3, 1996 09 01

Lori Bourassa (S), 1996 09 01

Tammy Biggs (S), .66 (2/3 Sem. 1 & Sem. 2), 1996 09 01

Cynthia DeSantis (E), 1996 10 17

Caryl Durst (S), 1996 11 11

Anna Gusenbauer (E), .5, 1996 09 01

Gary Hewitt (E), .2, 1996 09 01

Nancy Holmes (S), .66 (2/3 Sem. 1 & Sem. 2), 1996 09 01

Laurel Karry (S), 1996 09 01

Dee Maharajh (E), .5, 1996 09 01

Linda Schultz (E), .5, 1996 09 01

Anne Simpson (S), .66 (2/3 Sem. 1 & Sem. 2), 1996 09 01

R. Kim Watt (E), 1996 09 01

Janet Wolfe (E), (.5 - 1996 09 01, .4 - 1996 10 01)

9. OTHERS - Nil

* * * * *

2. That the agenda item "Replacement for Superintendent of Schools (Mountain)" be tabled.

Respectfully submitted

Board Room
1996 10 10

G. DARBY
Chairman

**MINUTES OF THE SPECIAL
IN-CAMERA MEETING
OF THE BOARD OF EDUCATION**

Board Room
Education Centre

The Board met on 1996 10 22 at 18:15 hours.

Present: Trustees Stewart (Chairman), Bishop, Cunningham, Desmarais, Gage, Johnstone, MacDonald, Mulholland, Orban, Paquin, Patenaude, Rogers and Wall.

Officials Present: D. Goodridge (Director of Education and Secretary) and M. Quinn (Superintendent of Schools).

The Secretary announced that regrets for not being able to attend this evening's meeting were received from Trustees Darby, Hill and Johnston.

GENERAL

Student Expulsion Hearing

The Chairman stated the purpose of this hearing was to consider a recommendation for the expulsion of a student within our system.

The Chairman announced the following people in attendance: Trustees Stewart (Chairman), Bishop, Cunningham, Desmarais, Johnstone, MacDonald, Mulholland, Orban, Paquin, Patenaude, Rogers and Wall; D. Goodridge, Director of Education and Secretary of the Board; M. Quinn, Superintendent of Schools; the Principal and Vice-Principal of the School where the student was enrolled; and R. Millar as the recording secretary.

Superintendent Quinn reviewed the report from administration which detailed the Board's current Expulsion Policy, the incident and the investigation and process followed by the Superintendent and the Principal. In reviewing the reasons for making the recommendation to expel, Superintendent Quinn confirmed that all requirements under Section 23(3) of the Education Act and the Board's Expulsion Policy had been met. The recommendation for expulsion was then read.

Upon conclusion of the presentation by the Superintendent, the Chairman invited questions for clarification.

Following some questions, the Chairman thanked the officials and asked that the record show the following people left the meeting room: D. Goodridge, M. Quinn, the Principal and Vice-Principal.

After considering the evidence presented, it was

Moved by Miss Cunningham, seconded by Canon Rogers: That the student be expelled from the Board of Education for the City of Hamilton effective 1996 10 22. Carried.

The Chairman asked that the record show that: D. Goodridge, M. Quinn, the Principal and Vice-Principal returned to the meeting room.

The Chairman announced that after hearing all the evidence and giving it careful consideration, the following motion was moved by Miss Cunningham, seconded by Canon Rogers:

"That the student be expelled from the Board of Education for the City of Hamilton effective 1996 10 22."

The Chairman called for a vote and the motion was Carried.

The Board meeting then recessed and reconvened at 19:00 hours.

Student Expulsion Hearing

The Chairman stated the purpose of this hearing was to consider a recommendation for the expulsion of a student within our system.

The Chairman announced the following people in attendance: Trustees Stewart (Chairman), Bishop, Cunningham, Desmarais, Gage, Johnstone, MacDonald, Mulholland, Orban, Paquin, Patenaude, Rogers and Wall; D. Goodridge, Director of

Education and Secretary of the Board; M. Quinn, Superintendent of Schools; the Principal and Vice-Principal of the School where the student was enrolled; and R. Millar as the recording secretary.

Superintendent Quinn reviewed the report from administration which detailed the Board's current Expulsion Policy, the incident and the investigation and process followed by the Superintendent and the Principal. In reviewing the reasons for making the recommendation to expel, Superintendent Quinn confirmed that all requirements under Section 23(3) of the Education Act and the Board's Expulsion Policy had been met. The recommendation for expulsion was then read.

Upon conclusion of the presentation by the Superintendent, the Chairman invited questions for clarification.

Following some questions, the Chairman thanked the officials and asked that the record show the following people left the meeting room: D. Goodridge, M. Quinn, the Principal and Vice-Principal.

After considering the evidence presented, it was

Moved by Miss Cunningham, seconded by Canon Rogers: That the student be expelled from the Board of Education for the City of Hamilton effective 1996 10 22. Carried.

The Chairman asked that the record show that: D. Goodridge, M. Quinn, the Principal and Vice-Principal returned to the meeting room.

The Chairman announced that after hearing all the evidence and giving it careful consideration, the following motion was moved by Miss Cunningham, seconded by Canon Rogers:

"That the student be expelled from the Board of Education for the City of Hamilton effective 1996 10 22."

The Chairman called for a vote and the motion was Carried.

The Board meeting then recessed and reconvened at 19:45 hours.

Student Expulsion Hearing

The Chairman stated the purpose of this hearing was to consider a recommendation for the expulsion of a student within our system.

The Chairman announced the following people in attendance: Trustees Stewart (Chairman), Bishop, Cunningham, Desmarais, Gage, Johnstone, MacDonald, Mulholland, Orban, Paquin, Patenaude, Rogers and Wall; D. Goodridge, Director of Education and Secretary of the Board; M. Quinn, Superintendent of Schools; the Principal and Vice-Principal of the School where the student was enrolled; the student and R. Millar as the recording secretary.

Superintendent Quinn reviewed the report from administration which detailed the Board's current Expulsion Policy, the incident and the investigation and process followed by the Superintendent and the Principal. In reviewing the reasons for making the recommendation to expel, Superintendent Quinn confirmed that all requirements under Section 23(3) of the Education Act and the Board's Expulsion Policy had been met. The recommendation for expulsion was then read.

Upon conclusion of the presentation by the Superintendent, the Chairman invited questions for clarification of either Mr. Quinn or the student.

Following some questions, the Chairman thanked the officials and asked that the record show the following people left the meeting room: D. Goodridge, M. Quinn, the Principal and Vice-Principal and the student.

After considering the evidence presented, it was

Moved by Miss Cunningham, seconded by Ms. Patenaude: That the student be expelled from the Board of Education for the City of Hamilton effective 1996 10 22. Carried.

The Chairman asked that the record show that: D. Goodridge, M. Quinn, the Principal and Vice-Principal and the student returned to the meeting room.

The Chairman announced that after hearing all the evidence and giving it careful consideration, the following motion was moved by Miss Cunningham, seconded by Ms. Patenaude:

"That the student be expelled from the Board of Education for the City of Hamilton effective 1996 10 22."

The Chairman called for a vote and the motion was Carried.

The meeting then adjourned.

Adopted as presented.

.....
Chairman

**MINUTES OF THE SPECIAL
IN-CAMERA MEETING
OF THE BOARD OF EDUCATION**

Board Room
Education Centre
1996 11 14

The Board met.

Present: Trustees Stewart (Chairman), Bishop, Cunningham, Darby, Desmarais, Hicks, Hill, Johnston, Johnstone, MacDonald, Mulholland, Orban, Paquin, Rogers and Wall.

Officials Present: D. Goodridge (Director of Education and Secretary), M. Quinn (Superintendent of Schools) and R. Lavoie (Superintendent of Schools - French as a First Language).

GENERAL

Moved by Mrs. Hill, seconded by Mr. Hicks: That the General Part of the Report of the In-camera Session of the Special Meeting of the Operations and Finance Committee be adopted. Carried.

The meeting then adjourned.

Adopted as presented.

.....
Chairman

**REPORT OF THE
SPECIAL IN-CAMERA MEETING OF THE
OPERATIONS AND FINANCE COMMITTEE**

Present: Trustees Hill (Chairman), Desmarais, Orban, Rogers and Stewart.

Also Present: Trustees Bishop, Darby, Hicks, Johnston, Johnstone, Mulholland, Paquin and Wall.

Officials Present: D. W. Goodridge, Director of Education and Secretary), M. Quinn (Superintendent of Schools) and M. Matier (Assistant Superintendent of Schools) and R. Lavoie (Superintendent of Schools) .

The Committee recommends:

GENERAL

1. That the twenty day suspension of a student in our system be extended until the conclusion of the expulsion hearing by the Board scheduled for 1996 11 27.

Respectfully submitted

**Board Room
1996 11 14**

**S. HILL
Chairman**

**MINUTES OF THE SPECIAL MEETING
OF THE BOARD OF EDUCATION**

Board Room
Education Centre
1996 11 18

The Board met.

Present: Trustees Stewart (Chairman), Bishop, Cunningham, Darby, Desmarais, Hicks, Hill, Johnston, Johnstone, Mulholland, Orban, Paquin, Patenaude and Wall.

Officials Present: D. Goodridge (Director of Education and Secretary), P. Gillie (Superintendent - Administrative and Operational Services) and L. Veerman (Acting Senior Financial Officer).

The Secretary noted that regrets for not being able to attend this evening's meeting were received from Trustee Rogers.

GENERAL

The Board met in-camera prior to the public session to consider the proposed lease with the Hamilton-Wentworth Roman Catholic Separate School Board regarding Georges-P.-Vanier Secondary School.

The public meeting convened at 20:35 hours.

Moved by Mrs. Hill, seconded by Mr. Darby: That the proposed lease with the Hamilton-Wentworth Roman Catholic Separate School Board be referred back to the negotiating team for further negotiations after clarification by legal counsel.

Trustee Desmarais stated he viewed the referral as a constructive and positive move and indicated he would support the motion.

The motion was put to a vote and was Carried.

The meeting then adjourned.

Adopted as presented.

.....
Chairman

MINUTES OF THE SPECIAL IN-CAMERA MEETING OF THE BOARD OF EDUCATION

Board Room
Education Centre
1996 11 27

The Board met.

Present: Trustees Stewart (Chairman), Bishop, Darby, Desmarais, Hicks, Johnston, Johnstone, Mulholland, Orban, Paquin, Rogers and Wall.

Officials Present: D. W. Goodridge (Director of Education and Secretary), M. Quinn (Superintendent of Schools - Lower City), M. Matier (Assistant Superintendent of Schools) and S. Thompson (Assistant Superintendent of Schools).

The Secretary noted that regrets for being unable to attend this evening's meeting were received from Trustees Cunningham and Patenaude.

GENERAL

Student Expulsion Hearing

At 18:15 hours, the Chairman called the meeting to order and stated the purpose of this hearing was to consider a recommendation for the expulsion of a student in our system.

The Chairman announced the following people in attendance: Trustees Stewart (Chairman), Bishop, Darby, Desmarais, Hicks, Johnston, Johnstone, Mulholland, Orban, Paquin, Rogers and Wall; D. Goodridge, Director of Education and Secretary; M. Quinn, Superintendent of Schools, M. Matier, Assistant Superintendent of Schools, S. Thompson, Assistant Superintendent of Schools, the Principal of the school where the student was enrolled; the parent, the student and their legal counsel; R. Millar as the recording secretary.

Upon conclusion of the presentation, the Chairman invited questions for clarification, following which, the Chairman thanked the officials and asked that the record show the following people left the meeting room: D. Goodridge, M. Quinn, M. Matier, S. Thompson, the Principal; the parent, the student and their legal counsel.

Moved by Canon Rogers, seconded by Ms. Wall: That the student be expelled from the Board of Education for the City of Hamilton, effective 1996 11 27.

During the debate, the Chairman offered to recall the officials to seek further clarification to a trustee's questions and the following returned to the meeting room: D. Goodridge, M. Quinn, M. Matier, S. Thompson, the Principal; the parent, the student and their legal counsel.

Following the questions for clarification, D. Goodridge, M. Quinn, M. Matier, S. Thompson, the Principal; the parent, the student and their legal counsel were again requested to retire from the meeting room.

Following further deliberations, the Chairman put the motion to a vote and it was Lost.

The Chairman asked that the record show that D. Goodridge, M. Quinn, M. Matier, S. Thompson, the Principal; the parent, the student and their legal counsel returned to the meeting room. He noted that Trustee Darby had left the Board Room.

The Chairman read the motion and it was put to a vote and was Lost.

The meeting then adjourned.

Adopted as presented.

.....
Chairman

MINUTES OF THE BOARD OF EDUCATION

Board Room
Education Centre
1996 11 28

The Board met.

Present: Trustees Stewart (Chairman), Bishop, Darby, Desmarais, Gage, Hicks, Hill, Johnston, Johnstone, Korz, Lowe, MacDonald, Mulholland, Orban, Paquin, Patenaude, Rogers and Wall.

Officials Present: D. W. Goodridge (Director of Education and Secretary), R. Binns (Superintendent of Human Resources Services), P. Gillie (Superintendent of Administrative and Operational Services), E. Bond (Superintendent of Program), R. Lavoie (Superintendent of Schools, French as a First Language), F. Cooke (Assistant Superintendent, Program) and M. Matier (Assistant Superintendent of Schools, Mountain).

The Board met in an in-camera session prior to the public meeting for and the following action was taken:

Moved by Mrs. Hill, seconded by Mr. Darby: That the General Part of the Report of the In-camera Session of the Operations and Finance Committee be adopted. Carried.

Other action taken at the in-camera session is not recorded in these public minutes as per Section 207 of the Education Act.

The public meeting convened at 20:00 hours and the Secretary noted that regrets for being unable to attend this meeting were received from Trustee Cunningham.

A moment of silence was observed in memory of the late Carolyne Berlin, teacher and employee for 29 years; the late Marie Huizingh, Educational Assistant and employee for 7 years; the late Sandra Page, teacher and employee for 32 years; and the late Allan Shepherd, Chief Mechanic, Maintenance Shop and employee for 14 years.

The Chairman called on former Trustee Paul McWhinnie to present the 1996 Recognition of Excellence Award to Sue Troncho, a Speech and Language Pathologist. Mr. McWhinnie, who was instrumental in establishing this Award, spoke of Mrs. Troncho's initiative in organizing a "Classroom Management System" for Developmentally Challenged students in Hamilton, designed specifically to meet the communication needs of her students.

The Chairman then presented the BRAVO Award to the Hamilton Board of Education's Parent Conference planning team, particularly Co-Chairs Laura Ludwin and Gayla Brock-Woodland. This Award of Excellence is the Canadian Association of Communicators in Education's highest award and Hamilton's Parent Conference was the only program selected from entries Canada-wide to receive this distinction.

Moved by Canon Rogers, seconded by Ms. MacDonald: That the minutes of the last regular meeting of 1996 10 17 and special meetings of 1996 10 10, 1996 10 22, 1996 11 14 and 1996 11 18 be adopted as presented. Carried.

The Secretary drew the members' attention to the notes of thanks for the Board's expression of sympathy from the Page, Thompson and Seraphin families; notes of thanks for the Quarter Century Club Dinner from Margaret Tedder and Elaine Tschofen, thanks from the Brant County Board of Education for support regarding their Appeal to the Supreme Court of Canada in the Eaton Case, the resolution from the Carlton Roman Catholic School Board regarding the negative statements by the Minister of Education and Training, and the request from the Hamilton AIDS Network.

Moved by Mr. Mulholland, seconded by Ms. Orban: That the resolution from the Carlton Roman Catholic School Board regarding the negative statements by the Minister of Education and Training be referred to the Operations and Finance Committee. Carried.

Moved by Mrs. Hill, seconded by Mr. Darby: That the remaining correspondence be received and filed. Carried.

Committee reports were presented as follows:

Program Committee, regular and special - Mrs. Bishop
Operations and Finance Committee, regular and specials -
Mrs. Hill

Personnel and Organization Committee - Mr. Darby

Moved by Mrs. Bishop, seconded by Mrs. Wall: That the General Part of the Report and Special Report of the Program Committee be adopted. Carried.

Moved by Mrs. Hill, seconded by Ms. Orban: That the General Part of the Report and Special Reports of the Operations and Finance Committee be adopted.

Stating that further clarification was required, it was moved in amendment by Mr. Darby, seconded by Mrs. Hill: That Clause 10. (iii) (b) be referred back to the Operations and Finance Committee. Carried.

The Report, as amended, was put to a vote and was Carried.

Moved by Mr. Darby, seconded by Ms. Patenaude: That the General Part of the Report of the Personnel and Organization Committee be adopted.

In response to questions, Mr. Goodridge confirmed that, as noted in Clause 8., the Report on Restructuring of Senior Management is tabled and the existing structure with the two vacant superintendencies remains in place.

The motion was put to a vote and was Carried.

In Trustee Cunningham's absence, it was moved by Mr. Mulholland, seconded by Mrs. Hill: That the Notice of Motion regarding Performance Appraisal Reviews be deferred to the December meeting of the Board. Carried.

Moved by Canon Rogers, seconded by Mrs. Hill: That the members extend to Robert Stewart their appreciation for the capable and efficient manner in which he has continued to conduct the business of this Board during the past year. The members also acknowledge Chairman Stewart's strong leadership in conscientiously fulfilling this role throughout 1996 and thank him for the time and energy devoted on behalf of this Board. Carried.

Chairman Stewart thanked the members for the pleasure of serving the Board in this capacity.

FRENCH LANGUAGE SECTION

Presentation of Report - Mr. Desmarais

Moved by Mr. Desmarais, seconded by Mr. Paquin: That the Report of the French Language Section be adopted. Carried.

Moved by Ms. Patenaude, seconded by Mr. Paquin: That the members extend to Jean Desmarais their appreciation for his dedication in Chairing the French Language Section this past year. Carried.

ELEMENTARY/SECONDARY

Moved by Mrs. Bishop, seconded by Mr. Mulholland: That the Elementary/Secondary Part of the Report of the Program Committee be adopted. Carried.

Moved by Mrs. Hill, seconded by Ms. Orban: That the Elementary/Secondary Part of the Report of the Operations and Finance Committee be adopted. Carried.

Moved by Mr. Darby, seconded by Mr. Hicks: That the Elementary/Secondary Part of the Report of the Personnel and Organization Committee be adopted. Carried.

The meeting then adjourned.

Adopted as presented.

.....
Chairman.

**REPORT OF THE
FRENCH LANGUAGE SECTION
SEVENTH REPORT**

Present: Trustees Desmarais (Chairman), Paquin and Patenaude.

Official Present: R. C. Lavoie (Superintendent of Schools, French as a First Language).

The French Language Section recommends:

1. That the following recommendations of the Superintendent of Schools, French as a First Language be approved as presented to the members:

B. OTHER

Trip(s)

That the following trip request(s) be approved.:

a) Georges-P.-Vanier, Grades 9 to OAC, Collingwood, Ontario, 1997 01 10 and 1997 02 20.

2. That the News Release from the Ministry of Education and Training dated 1996 10 04 re Minister announces New Stage in Expanding Technology in Education be received for information.

3. That the Memorandum from the Ontario French Language Trustees' Association (AFCSO) dated 1996 10 11 re Consultation on the Secondary School Reform be received for information.

4. That the Memorandum from the Ontario French Language Trustees' Association (AFCSO) dated 1996 10 23 re Media Interview Tips be received for information.

5. That the Letter from the Ontario French Language Trustees' Association (AFCSO) dated 1996 10 09 re Bill 100 be received for information.

6. That the Report on the 1996-1997 School Council for École secondaire Georges-P.-Vanier be received for information.

7. That the Report on the « Internet in the classroom » be received for information.

8. That the Report on the Secondary School Reform be received for information.

9. That the Interim Report of the French Language Teacher In-Service Centre (CEEC-RUISSO) be received for information.

Respectfully submitted

Committee Room
Education Centre
1996 11 05

JEAN DESMARAIS
Chairman

**RAPPORT DE
LA SECTION DE LANGUE FRANÇAISE
SEPTÈME RAPPORT**

Étaient présents : M. Jean Desmarais (président), M. Hubert Paquin (conseiller scolaire), Mme Marie Patenaude (conseillère scolaire).

Administrateur présent : M. R. C. Lavoie (Surintendant des écoles de langue française).

La Section de langue française recommande :

1. que les propositions du Surintendant des écoles de langue française soient approuvées telles que présentées aux membres :

B. AUTRES

Voyages

Que la demande de voyage suivante soit approuvée :

a) Georges-P.-Vanier, 9e année-CPO, Collingwood, Ontario, les 10 janvier et 20 février 1997.

2. que le communiqué du ministère de l'Éducation et de la Formation en date du 4 octobre 1996. Objet : Le ministre annonce une expansion de la technologie en éducation soit reçu à titre d'information.

3. que la note de service de l'Association française des conseils scolaires de l'Ontario (AFCSO) en date du 11 octobre 1996. Objet : Consultation sur la réforme de l'éducation secondaire soit reçue à titre d'information.

4. que la note de service de l'Association française des conseils scolaires de l'Ontario (AFCSO) en date du 23 octobre 1996. Objet : Conseils médiatiques soit reçue à titre d'information.

5. que la lettre de l'Association française des conseils scolaires de l'Ontario (AFCSO) en date du 9 octobre 1996. Objet : Examen de la Loi 100 soit reçue à titre d'information.

6. que le rapport « Conseil d'école 1996-1997 de l'École secondaire Georges-P.-Vanier » soit reçu à titre d'information.

7. que le rapport sur « L'Internet en salle de classe » soit reçu à titre d'information.

8. que le rapport sur la Réforme de l'éducation secondaire soit reçu à titre d'information.

9. que le rapport intérimaire 1996-1997 du CEEC-RUISSO soit reçu à titre d'information.

Respectueusement résenté

Salle de réunion
Centre d'éducation
le 5 novembre 1996

JEAN DESMARAIS
Présidentre

REPORT OF THE PROGRAM COMMITTEE EIGHTH REPORT

Present: Trustees Bishop (Chairman), Johnstone, Mulholland, Patenaude, Wall and Stewart.

Also Present: Trustees Cunningham, Darby, Desmarais, Hicks, Hill, Johnston, Orban and Rogers.

Officials Present: P. Gillie (Secretary Pro Tem and Superintendent - Administrative and Operational Services), F. Cooke (Assistant Superintendent of Program) and S. Thompson (Assistant Superintendent of Schools - Lower City)

The Committee recommends:

GENERAL

1. That the Report re The Introduction of a Pilot Course in Education About Religion in Elementary Schools be referred back to the officials for consultation with school councils and that a report regarding the outcome be brought back to the Program Committee.

2. That the verbal Update regarding Partnership for an East End Environmental Centre be received for information.

3. That the presentation by the Ontario Secondary School Students' Association be received for information.

4. That the following motion be tabled:

(a) That each secondary school submit a report on the implementation status of the recommendations contained in the Retention Action Report of September 2, 1993 and explanations be given as to:

(i) how many of the recommendations have been or are being implemented along with results?

(ii) if no action has been taken to implement any of these recommendations, why?

5. That the following Report of the Supervised Alternative Learning for Excused Pupils Committee be approved:

(a) That the Annual Report [September 1995-June 1996] of the Supervised Alternative Learning for Excused Pupils (SALEP) program, including the Statistical Report (see page 353) be received for information.

(b) That the verbal Update regarding SALEP location be received for information and the following recommendation approved:

(i) That, recognizing the needs of the SALEP program at this time, staff be directed to establish an alternative accommodation for the program and that a report come back to this Committee regarding the outcome.

6. That the Update: Secondary School Reform Consultation Process be received for information.

7. That the members express their thanks and appreciation to Judith Bishop for her responsible and efficient handling of all the meetings of this Committee throughout this past year.

ELEMENTARY/SECONDARY

1. That, in response to the letter of concern from the Hamilton Council of Home and School Associations, a report be brought back on the number of non-mandated programs by schools for the 1995-96 and 1996-97 school years and how these programs are delivered.

Respectfully submitted

Board Room
1996 11 07

J. BISHOP
Chairman

SUPERVISED ALTERNATIVE LEARNING FOR EXCUSED PUPILS (SALEP) - ANNUAL STATISTICS

SCHOOL YEAR: 1995 - 1996		AGE 14		AGE 15		TOTAL		GRAND TOTAL
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
1. SALEP students attending day school as part of their program		1	-	1	1	2	1	3
2. SALEP students attending dayschool as well as taking Continuing Education courses	1		-	1	-	2	-	2
3. SALEP students taking correspondence courses or home study	3		8	6	7	9	15	24
4. SALEP students with no educational component	2		2	6	5	8	7	15
5. Total number of students on SALEP	7	10	10	14	13	21	23	44
6. Applications presented but not approved by the SALEP Committee	-		-	-	-	-	-	-
7. Applications received but not presented to the SALEP Committee	10		5	18	10	28	15	43
8. Total Number of Applications	17		15	32	23	49	38	87

APPLICATIONS AS PER SCHOOL PROGRAM

1. Elementary Panel:								
Grade 6	-		-	-	-	-	-	-
Grade 7	-		1	-	-	-	1	1
Grade 8	1		1	1	-	2	1	3
2. Secondary Panel:								
Grade 9 - vocational	2		2	4	2	6	4	10
Grade 10 - vocational	-		-	-	-	-	-	-
Grade 9 - composite	4		6	9	10	13	16	29
Grade 10 - composite	-		-	-	1	-	1	1
3. Total Number of Students on SALEP	7	10	10	14	13	21	23	44

**REPORT OF THE
OPERATIONS AND FINANCE COMMITTEE
NINTH REPORT**

Present: Trustees Hill (Chairman), Desmarais, Lowe, Orban, Rogers and Stewart.

Also Present: Trustees Bishop, Cunningham, Darby, Gage, Johnston, Johnstone, Mulholland, Paquin and Wall.

Officials Present: D. Goodridge (Director of Education and Secretary), E. Bond (Superintendent of Program), R. Binns (Superintendent of Human Resources), P. Gillie (Superintendent of Administrative and Operational Services), M. Matier (Assistant Superintendent of Schools - Mountain) and L. Veerman (Acting Senior Financial Officer).

The Committee recommends:

GENERAL

1. That the Report re Property Insurance Claims be received for information.
2. That a Report re theft and mysterious disappearances throughout the system be presented to the December 1996 meeting of the Operations and Finance Committee.
3. That the Interim Financial Status Report (as of 1996 09 30) be received for information.
4. That the Report re Sale of Property - Brantdale School, as follows, be received for information:

The offer to purchase Brantdale School - Site and Building - Lots 63-67 and Part of Lot 68, Plan 279, located at 15 Brantdale Avenue in the City of Hamilton, in the amount of \$100,000 was accepted and the deed transfer completed on 1996 08 20. The funds realized from the sale were placed in Capital Reserves.

5. That the Report re School Council be received for information and the following recommendations approved:

(a) That the Board approve:

(i) the consultation process for developing an organizational framework for school councils to provide advice to the Board on issues identified by the School Councils or the Board of Trustees.

(ii) the organizational framework options that will be discussed in the consultation process.

6. That the Report re Addiction Research Foundation's Province-Wide Study be received for information and the following recommendation approved:

(a) That the Hamilton Board of Education participate in the 1997 Addiction Research Foundation Study.

7. That the Hamilton Board of Education support the Toronto Board of Education's campaign to save the Federal Tobacco Legislation.

8. That the Secretary of the Board send a letter of response to the correspondence from the Ontario Secondary School Teachers' Federation regarding Workfare Program stating that, based on a lack of information, the Board has no plans to participate in the Workfare Program at this time.

9. That the following recommendation in the Report of the Transportation Committee be referred back to the Transportation Committee for further review.

(a) That the Review of the Final Report of the Transportation [Special Education] Working Group be received for information and the following recommendation approved:

(i) That no action be taken on the Board's Walking Distance Policy at this time.

10. That the following Report of the Transportation Committee be approved:

(a) That the Status Report on Student Transportation be received for information and the following recommendations approved:

(i) That the verbal update regarding Carrier Consultations be received for information.

(ii) That no action be taken with respect to the Laidlaw Transit Ltd. proposal until the future of a county-wide transportation consortium has been considered.

(iii) a. That, effective 1996 07 01, responsibility for student transportation be assigned to the Property, Assessment and Audit Department through the re-alignment of duties among existing full-time equivalent positions, and

Clause 10. (a) (iii) b. be referred back to committee at Board.

Clause b. added at the Operations and Finance Committee:

b. That the revised Position Description Questionnaire salaries be brought back to the Committee

(b) That the following recommendations from the Tri-Board Transportation Study be approved:

(i) That, to facilitate greater sharing of transportation services where it increases efficiency and reduces costs, the Hamilton Board of Education work with the Hamilton-Wentworth R.C.S.S. and the Wentworth County Boards of Education to encourage:

(a). the sharing of student data as determined by the need to integrate routes;

(b). the joint use of buses to transport students;

(c). the linking of routes between coterminous Boards to permit double and triple runs.

(ii) That the Hamilton Board of Education endorse the recommendations of the Tri-Board Committee as follows:

(a). the investigation of the joint purchase of the Edulog system;

(b). the exploration of a common Transportation Policy;

(c). the establishment of a Tri-Board School Year Calendar Committee to facilitate cost savings associated with the Transportation Proposal;

(d). the establishment of an Administrative Tri-Board Committee to continue to explore means of reducing costs in transportation and make recommendations regarding the implementation of the above plan.

11. That the following Report of the HIV/AIDS Policy Committee be approved:

(a) That, in order to provide information on HIV/AIDS infection to students in a timely manner, it is recommended that students be provided information on HIV/AIDS as part of the compulsory curriculum beginning at the Grade 7 level."

(b) That the reviewed and amended HIV/AIDS Policy, Guidelines and Operating Procedures (SP-22, SP-23, SP-24) be approved as presented.

12. That the Report on Sale of Sites be received for information and the following recommendations approved:

(a) That the offer from Queensdale Bible Chapel in the amount of \$100,000 for the purchase of the Comley School and site - 771 Limeridge Road East, Hamilton (Part of Lot 7, Conc. 6, Township of Barton now in the City of Hamilton designated as Part 2 on Reference Plan 62R-846) not be accepted.

(b) That the offer from James & Kristine Hatherley in the amount of \$50,000 for the purchase of the house and site at 37 East Avenue North, Hamilton (Plan 223, Part Lot 158, Part Lot 157, City of Hamilton) be accepted and that the funds realized from the sale be placed in Capital Reserves.

(c) That the offer from Culver Properties Limited in the amount of \$17,100 for the purchase of the vacant lot at 49 East Avenue North, Hamilton (south half of Lot 155, Plan 223, City of Hamilton) not be accepted.

(d) That the offer from the Roman Catholic Episcopal Corporation of the Diocese of Hamilton in Ontario in the amount of \$275,000 for the purchase of Eastview School - 6 Heath Street, Hamilton (Part of Block E, Plan 865, and Part of the Woodward Avenue Traffic Circle, Plan 876 (also known as Blocks A and F, Plan 876) be accepted and the funds realized from the sale be placed in Capital Reserves.

(e) That the offer from 712169 Ontario Ltd. in trust in the amount of \$275,000 for the purchase of Glenview School - 1133 Central Avenue, Hamilton (Part of Parcel H, Plan 814) be accepted and the funds realized from the sale be placed in Capital Reserves.

(f) That the offer from R. Denninger Limited in the amount of \$525,000 for the purchase of Ridge School - 1289 Upper James Street, Hamilton (Part of Lot 14, Concession 7, Township of Barton, now in the City of Hamilton, designated as Part 1 on Reference Plan 62R-11512) be accepted and the funds realized from the sale be placed in Capital Reserves.

13. That the members express their appreciation to Sandy Hill for her competent and forthright manner in chairing this Committee through the past year.

ELEMENTARY/SECONDARY

1. That the following recommendations of the Director of Education and Secretary be approved:

(a) That the following trip requests be approved:

(i) Adelaide Hoodless, Grades 6 to 8 [Camp Wanakita, Haliburton], 1997 02 02-05 (Sunday to Wednesday).

(ii) Adelaide Hoodless, Grades 6 to 8 [Camp Wanakita, Haliburton], 1997 06 08-11 (Sunday to Wednesday).

(iii) Queen Mary, Grades 6 to 8, [Ski Trip, Mount St. Louis/Moonstone], 1997 02 05-06 (Wednesday to Thursday).

(iv) Barton, Grades 9 - OAC, [Invitational Cross Country Meet, Barrie], 1996 12 17 (Tuesday).

(v) Barton, Grades 9 - OAC, [Invitational Cross Country Meet, Barrie], 1997 01 08 (Wednesday).

(vi) Barton, Grades 9 - OAC, [Invitational Cross Country Meet, Barrie], 1997 01 15 (Wednesday).

(vii) Barton, Grades 9 - OAC, [Invitational High School Meet, Orangeville], 1997 01 30 (Thursday).

(viii) Glendale, Grades 11 to OAC [Basketball Tournament, London, Ont.], 1996 11 29-30 (Friday to Saturday).

(ix) Glendale, Grades 11 to OAC [Basketball Tournament/Cultural Exchange - Dunkirk, N.Y., U.S.A.], 1996 12 06-08 (Friday to Sunday).

(x) Glendale, Grades 11 to OAC [Basketball Tournament, Kitchener, Ont.], 1997 01 10-11 (Friday to Saturday).

(xi) Glendale, Grades 11 to OAC [Basketball Tournament, Guelph, Ont.], 1997 02 07-08 (Friday to Saturday).

(xii) Hill Park, Grades 10-OAC ["Rams to the Rhine" European Field Study - Germany/Austria], 1998 03 11-20 (Wednesday to Friday).

(xiii) Parkview, Grades 9 - 12 [Ski Trip, Mount St. Louis/Moonstone], 1997 01 07-08 (Tuesday to Wednesday).

(xiv) Scott Park, Grades 10-12 [Band Trip, Cleveland, U.S.A.], 1997 05 02-04 (Friday to Sunday).

(xv) Westdale, Grades 9 to 10 [Basketball Tournament, Kingston], 1996 11 28-30 (Thursday to Saturday).

(xvi) Westdale, Grades 11 to OAC [Basketball Tournament, London, Ont.], 1996 11 28-30 (Thursday to Saturday).

(xvii) Westdale, Grades 9 to OAC [Ski Trip, Orillia], 1996 12 18 (Wednesday).

(xviii) Westdale, Grades 11 to OAC [Basketball Tournament - Fairdale, Kentucky, U.S.A.], 1996 12 18-23 (Wednesday to Tuesday).

(xix) Westdale, Grades 11 to OAC [Basketball Tournament, University of Windsor], 1996 12 27-29 (Friday to Sunday).

(xx) Westmount, OAC [Mehock Relays - Mansfield, Ohio, U.S.A.], 1997 04 19-20 (Saturday to Sunday).

2. That the Report re Variances in the Delivery of Lunchtime Supervision throughout the System be received for information.

Read and Confirmed

Board Room
1996 11 12

S. HILL
Chairman

REPORT OF THE IN-CAMERA SESSION OF THE OPERATIONS AND FINANCE COMMITTEE

Present: Trustees Hill (Chairman) Desmarais, Lowe, Orban, Rogers and Stewart.

Also Present: Trustees Bishop, Cunningham, Darby, Johnston, Paquin and Wall.

Officials Present: D. W. Goodridge (Director of Education and Secretary), P. Gillie (Superintendent of Administrative and Operational Services), M. Matier (Assistant Superintendent of Schools)

The Committee recommends:

GENERAL

1. That the following Report of the In-camera Session of the Transportation Committee be approved:

(a) That the Status Report on Student Transportation be received for information and the following approved:

(i) Busing Agreement

(i) That the Acting Senior Financial Officer and the Acting Treasurer be authorized to finalize the Busing Agreement with Laidlaw Transit Ltd. on the understanding that the termination date will be 1997 06 30.

(ii) That no action be taken on the following recommendation:

That the Busing Agreement be considered for renewal subject to recommendations forthcoming from the Tri-Board Transportation Study.

Respectfully submitted

Board Room
1996 11 12

S. HILL
Chairman

**REPORT OF THE
PERSONNEL AND ORGANIZATION COMMITTEE
NINTH REPORT**

Present: Trustees Darby (Chairman), Korz, Cunningham, Johnston, Paquin and Stewart.

Also Present: Trustees Bishop, Desmarais, Gage, Lowe, Hill, Johnstone, MacDonald, Mulholland, Orban, Rogers and Wall.

Officials Present: D. W. Goodridge (Director of Education and Secretary), R. Binns (Superintendent of Human Resources), E. Bond (Superintendent of Program), P. Gillie (Superintendent - Administrative and Operational Services), M. Quinn (Superintendent of Schools), M. Matier (Assistant Superintendent of Schools) and F. Cooke (Assistant Superintendent of Program).

The Committee recommends:

GENERAL

1. That the following recommendations of the Superintendent of Human Resources be approved:

1. PROBATIONARY STAFF APPOINTMENTS

(a) That the following staff be appointed to the Probationary Cleaning Staff in the position of Cleaner, effective as shown, with wage rate according to the Collective Agreement:

Byron Ainsworth, 1996 10 07

Mohammed Balika, 1996 06 17

Stan Bell, 1996 11 04

Santo Boffa, 1996 09 16

Maurice Caron, 1996 10 07

Karen Dakin, 1996 11 04

Ron Dean, 1996 10 21

Lee Doiron, 1996 07 02

Peter Everett, 1996 11 04

Mauro Gionomo, 1996 09 16

Aurel Govedar, 1996 11 04

David Gray, 1996 10 21

Daniel Griggs, 1996 10 07
Dawn Guitard, 1996 11 04
Kenneth Joslin, 1996 09 16
Irene Mercer, 1996 06 17
John J. Mercer, 1996 09 16
Richard Mercer, 1996 10 07
Brian Mitchell, 1996 11 04
David Pawley, 1996 10 07
Zepheniah Radcliffe, 1996 09 16
Mary Robbins, 1996 10 07
Dawn Trentin, 1996 11 04
David Wardell, 1996 10 21
Evelyn Whalen, 1996 10 21
Replacements
Contract Compliance

2. **PERMANENT STAFF APPOINTMENTS** - Nil

3. **PROMOTIONS** - Nil

4 **INTERNAL APPOINTMENTS** - Nil

5. **TIMETABLE CHANGES** - Nil

6. **RETIREMENTS**

(a) That the resignations of the following Cleaners (Cleaning Staff), for the purpose of retirement, effective as shown, be accepted with regret and the Board's gratuity be paid:

Mary Wecherkinsky, 1996 10 31
Guadalupe Cabrejo, 1996 12 31

7. **LEAVING EMPLOYMENT**

(a) That the dates for the following staff to leave the employ of the Board, be approved:

David Attwood, (Cleaner, Cleaning Staff), 1996 11 12
Gayla Brock-Woodland (Public Relations Officer, Administrative Staff), 1996 11 22
Donald Falconer (Cleaner, Cleaning Staff), 1996 10 18
Andrew Kusterski (Cleaner, Cleaning Staff), 1996 08 30

Antonietta Mastroianni (Cleaner, Cleaning Staff), 1996 11 21

Linda McKechnie (Cleaner, Cleaning Staff), 1996 11 21

Edna Potts (Cleaner, Cleaning Staff), 1996 11 21

Lisa VanBruaene (Cleaner, Cleaning Staff), 1995 10 16

8. LEAVES

Leave of Absence

(a) That the requests of the following staff for a Leave of Absence, effective as shown, be granted:

Karyn Hogan (Research Librarian, Clerical & Technical Staff), 1996 10 07 to 1997 04 13

Karen Chaikoff (Co-ordinator, Research Services, Clerical & Technical Staff), 1996 11 11 to 1997 03 07

9. OTHERS - Nil

2. That the Board post and advertise to fill the position of Public Relations Officer effective 1997 01 01.

3. (a) That the Report on Dispensary Clerk at Westmount Secondary be received for information and the following recommendation approved:

(i) That the position of Dispensary Clerk be made permanent Level 3.

(b) That the Report on Staff Assistant - Outdoor and Environmental Centres be received for information and the following recommendation approved:

(i) That the position of Staff Assistant - Outdoor and Environmental Education be approved.

4. That the Staffing Report - Full Time Equivalent Positions as of 1996 10 31 be received for information.

5. That the Report on Supply Teacher Usage as of 1996 09 30 be received for information.

6. That the Report on Substitute Cleaner/Casual Assistance Usage as of 1996 09 30 be received for information.

7. That the 1995 and 1996 Temporary Assistance Expenditures Report be received for information.

8. That the Report re Restructuring of Senior Management be tabled.

9. That the following Report of the Supervised Alternative Learning for Excused Pupils Committee be approved:

(a) That the verbal Update regarding SALEP staffing be received for information and the following recommendation be approved:

(i) That the Staffing Officer be directed to redeploy, within the existing resources, the finances required to enable one additional staff member to be assigned to SALEP, in order to meet the pressing needs of the program.

10. That the Personnel and Organization Committee and all Hamilton Trustees, who have been so ably presided over by its Chairman of the past year, express appreciation to Trustee Grant Darby for his leadership, firm but fair, with occasional touches both of irony and humour, kindness, and always a concern for the wellbeing of public education.

ELEMENTARY/SECONDARY

1. That the following recommendations of the Superintendent of Human Resources be approved:

1. PROBATIONARY STAFF APPOINTMENTS

(b) That the following staff be appointed to the Probationary Staff in the position stated, effective as shown, with salary according to the salary schedule:

Rebecca Ferguson (Attendance Secretary, Secondary School Clerical & Secretarial Staff), 1996 11 15

Terez R. Meakins (Educational Assistant, Educational and Lunchroom Assistant Staff), 1996 11 04

2. PERMANENT STAFF APPOINTMENTS - Nil**3. PROMOTIONS**

(b) That the following staff be promoted to the position of Elementary School Secretary - Grade 8, 10 month, Clerical & Technical Staff, effective 1996 11 25, with salary according to the salary schedule:

Anne Lennox

Patricia Thur (.5)

Replacements

4. INTERNAL APPOINTMENTS - Nil**5. TIMETABLE CHANGES**

(a) That the following timetable changes be approved, effective as shown, with salary according to the salary schedule:

Christine Fotheringham (E), .5 to 1.0, 1996 11 01

Andrea Kay (E), 1.0 to .5, 1997 01 01

Rita Knapp (E), .5 to .7, 1996 11 01

Bev Laskey (E), .5 to .8, 1996 11 01

Linda Smith (S), .66 to 1.0, 1996 10 03 to 1997 01 28

Judith Taylor (E), .7 to .8, 1996 10 15

Replacements

6. RETIREMENTS

(a) (i) That the resignations of the following Elementary School Principals, for the purpose of retirement, effective as shown, be accepted with regret and the Board's gratuity be paid:

John E. (Ted) Ophoven (E), 1997 01 10

Ronald D. Watson (E), 1996 12 31

(ii) That the resignations of the following teachers, for the purpose of retirement, effective as shown, be accepted with regret and the Board's gratuity be paid:

Catherine Attridge (S), 1997 01 28

Murray Barnes (S), 1997 01 28

Leigh Cockburn (S), 1996 12 31

Dawn Crocker (E), 1997 02 28
Philip Beaudoin (E), 1996 12 31
John G. Doherty (S), 1997 01 28
Douglas Hampson (S), 1997 01 28
Lane Hazlewood (S), 1996 12 20
Oscar Horback (S), 1997 01 28
Arthur Joosse (S), 1997 04 09
William D. Manson (S), 1996 12 31
Dennis D. McIlveen (S), 1997 01 28
Paul H. Penton (S), 1997 01 28
James D. Ridgley (S), 1997 01 28
Norma Robertson (S), 1997 01 28
E. Ann Seagrove (S), 1997 01 28
Irene Stewart (E), 1997 01 31
Allen Whyte (S), 1997 01 28

7. LEAVING EMPLOYMENT

(a) That the date, 1996 12 31, for the following teachers to leave the employ of the Board be approved:

Colleen Blacklock (E)
Cynthia Campanella (E)
Catherine Gris (S)
Constance Jain (E)
Lorraine Oliver (E)
Wendy VandenBurg (E)
5 Elementary Terminations
1 Secondary Termination

(b) That the date, 1996 11 11, for Carol Mulvey (Guidance Secretary, Secondary School Clerical & Secretarial Staff) to leave the employ of the Board, be approved.

8. LEAVES

Leave of Absence

(a) That the requests of the following teachers for a Leave of Absence, effective as shown, be granted:

Josee Bergeron Scibetta (E), 1997 01 06 to 1997 08 31
Nelly Hirasawa (S), 1997 01 29 to 1997 08 31
Victoria Kudrenski (S), 1997 01 01 to 1997 04 18
Laima Pohl (S), 1997 01 01 to 1998 01 31
Kenneth M. Smith (S), 1997 01 29 to 1998 01 31

(b) That the request of Eileen A. Dartsch (Educational Assistant, Educational and Lunchroom Assistant Staff) for a Leave of Absence, effective 1996 11 04 to 1997 06 30 (.5), be granted.

Leave of Absence - "Four Over Five"

(a) That the requests of the following teachers for Leaves of Absence under the Salary Holdback Plan ("Four Over Five") according to the Collective Agreement, effective as shown, be granted:

(i) That the request of Karen Tsuji for a Leave of Absence under the Salary Holdback Plan ("Four Over Five") of the Secondary Collective Agreement be amended to read for the 1998-1999 school year effective September 1, 1998.

(ii) That approval be granted for the request of Mary Rinas-Smyth for a Leave of Absence under the Salary Holdback Plan ("Four Over Five") of the Secondary Collective Agreement for the first semester of the 1998-99 school year, effective September 1, 1998.

(iii) That the Leave of Absence under the Salary Holdback Plan ("Four Over Five") granted to Rosemarie Mechel be rescinded.

Leave Extension

(a) That the requests of the following teachers for an extension of their Leaves of Absence, effective as shown, be granted:

Helen Brown (E), 1997 01 01 to 1997 08 31

Margaret Mete (E), 1997 01 01 to 1997 08 31

Reduced Workload Leave

(a) That the Reduced Workload Leave of Absence granted to Barbara Thoman (E) at a previous meeting be changed to read .7 to .5.

Return from Leave of Absence

(a) That the following teachers be returned from a Leave of Absence, effective as shown:

Lynda Ball (E), 1996 12 02

Lisa Borkovich (S), 1997 01 29 (2/3 Sem. 2)

Julie C. Herron (E), 1996 11 25
Janice Kovar (S), 1996 11 04
Sandra McCormick (E), 1996 11 11
Susan Morrone (E), 1996 11 25

(b) That the following staff be returned from a Leave of Absence, effective as shown:

Donna Beattie (Clerk-Typist, Clerical & Technical Staff), 1996 10 03.
Debbie Owen (Educational Assistant, Educational and Lunchroom Assistant Staff), 1996 11 04

9. **OTHERS**

(a) We regret to announce the death of the following staff members:

C. Marie Huizingh (Educational Assistant), 1996 11 12
Sandra Page (Elementary School Teacher), 1996 11 10

Respectfully submitted

Board Room
1996 11 14

G. DARBY
Chairman

REPORT OF THE SPECIAL MEETING OF THE OPERATIONS AND FINANCE COMMITTEE

Present: Trustees Hill (Chairman), Desmarais, Lowe, MacDonald, Orban, Rogers and Stewart.

Also Present: Trustees Bishop, Cunningham, Darby, Hicks, Johnston, Johnstone, Mulholland, Paquin and Wall.

Officials Present: D. W. Goodridge (Director of Education and Secretary), R. Bins (Superintendent of Human Resources), P. Gillie (Superintendent of Administrative and Operational Services), M. Quinn (Superintendent of Schools), R. Lavoie (Superintendent of Schools. - French as a First Language) and M. Matier (Assistant Superintendent of Schools).

The Committee recommends:

GENERAL

1. That the Verbal Update on the Potential Hamilton Street Railway strike be received for information and the following motion approved:

(a) That, in the event the local transit authority (H.S.R.) withdraws its transportation service due to a labour dispute, thus impacting on the Board's elementary and secondary student ridership:

(i) no alternate transportation be provided for eligible students for the first 15 school days and

(ii) the Director be authorized to review the most cost effective alternate transportation service for eligible students should the transit strike continue beyond the 15 school days.

Respectfully submitted

REPORT OF THE SPECIAL MEETING OF THE PROGRAM COMMITTEE

Present: Trustees Bishop (Chairman), Gage, Johnstone, Mulholland, Wall and Stewart.

Also Present: Trustees Darby, Hicks, Hill, Johnston, Lowe, Orban and Rogers.

Officials Present: D. W. Goodridge (Director of Education and Secretary), E. Bond, Superintendent of Program), P. Gillie (Superintendent - Administrative and Operational Services) and F. Cooke (Assistant Superintendent of Program).

The Committee recommends:

GENERAL

1. That the report on A Summary of the Responses to the Secondary School Reform Consultation Paper be received for information and that the information as distributed by Mrs. Bishop be added to the responses.

Respectfully submitted

Board Room
1996 11 28

J. BISHOP
Chairman

REPORT OF THE SPECIAL MEETING OF THE FRENCH LANGUAGE SECTION

Present: Trustees Trustees Desmarais (Chairman), Paquin and Patenaude

Officials Present: R. C. Lavoie (Superintendent of Schools, French as a First Language).

The French Language Section recommends:

1. That the Report on the Response to the Secondary School Reform Documents be approved and forwarded to the Ministry of Education and Training.

Respectfully submitted

Committee Room
1996 11 28

J. DESMARAIS
Chairman

**ANNUAL FINANCIAL STATEMENTS
of
THE BOARD OF EDUCATION
FOR THE CITY OF HAMILTON**

for the Year Ended December 31, 1996

AUDITOR'S REPORT

To the Trustees of
The Board of Education for the
City of Hamilton

We have audited the balance sheet of The Board of Education for the City of Hamilton as at December 31, 1996 and the Revenue Fund Statement of Operations, the Capital Fund Statement of Operations and the Reserve Fund Statement of Continuity for the year then ended. These financial statements are the responsibility of the school board's management. Our responsibility is to express an opinion on these financial statements based on our audit.

We conducted our audit in accordance with generally accepted auditing standards. Those standards require that we plan and perform an audit to obtain reasonable assurance whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation.

In our opinion, these financial statements present fairly, in all material respects, the financial position of the Board as at December 31, 1996 and the results of its operations and the changes in its reserve funds for the year then ended in accordance with the accounting principles described in note 1 to the financial statements.

Hamilton, Canada
April 1, 1997

MacGILLIVRAY PARTNERS
Chartered Accountants

**The Board of Education for the City of Hamilton
BALANCE SHEET AS AT DECEMBER 31, 1996
(with comparative figures for 1995)**

ASSETS	1996	1995
	(\$000's)	(\$000's)
CURRENT ASSETS		
Cash and Short-Term Deposits (Note 2)	2,553	684
Accounts Receivable		
Under Requisition	1,996	
Other School Boards	573	2,322
Government of Ontario	9,153	8,932
Other	2,188	1,405
Prepaid Expenses	3,607	2,905
Other		54
	<u>20,070</u>	<u>16,302</u>
 CAPITAL OUTLAY TO BE RECOVERED IN FUTURE YEARS	 39,851	 27,371
TOTAL ASSETS	<u>59,921</u>	<u>43,673</u>
 LIABILITIES	 1996	 1995
	(\$000's)	(\$000's)
CURRENT LIABILITIES		
Accounts Payable		
Over Requisition		1,083
Trade Payables and Accrued Liabilities	9,326	14,137
Deferred Income	2,008	2,790
	<u>11,334</u>	<u>18,010</u>
 NET LONG-TERM LIABILITIES (Note 3)	 39,459	 14,127
 RESERVE FOR WORKING FUNDS	 5,800	 5,800
 EQUITY IN RESERVE FUNDS	 <u>3,328</u>	 <u>5,736</u>
 TOTAL LIABILITIES AND FUND BALANCES	 <u>59,921</u>	 <u>43,673</u>

**The Board of Education for the City of Hamilton
REVENUE FUND STATEMENT OF OPERATIONS
for the Year Ended December 31, 1996
(with comparative figures for 1995)**

	1996 (\$000's)	1995 (\$000's)
EXPENDITURE		
Business Administration	4,558	4,817
General Administration	1,604	1,687
Computer Services	3,925	4,031
Instruction	200,130	198,441
Plant Operation and Maintenance	29,072	28,732
Transportation	4,479	5,554
Tuition Fees	5,231	5,247
Capital Expenditures (Non-Allocable)	5,282	2,304
Debt Charges (Note 4)	2,891	2,450
Other Operating Expenditures	6,293	4,378
Non-operating Expenditures Excluding Transfers to Reserves	3,577	3,975
TOTAL EXPENDITURE	<u>267,042</u>	<u>261,616</u>
RECOVERY OF EXPENDITURE		
Other School Boards - Tuition Fees & Miscellaneous	10,407	12,809
Government of Ontario - Miscellaneous	2,381	2,893
Government of Canada	1,087	270
Individuals - Tuition Fees	552	594
Other Revenues Excluding Transfers from Reserves	2,304	3,066
TOTAL RECOVERY OF EXPENDITURE	<u>16,731</u>	<u>19,632</u>
NET EXPENDITURE	<u>250,311</u>	<u>241,984</u>
FINANCING OF NET EXPENDITURE		
Government of Ontario - General Legislative Grants	76,489	78,216
Local Taxation - Previous Year's Over (Under) Requisition	1,083	(639)
Local Taxation Raised in Current Year	168,513	164,000
Decrease in Reserves	2,230	1,490
	<u>248,315</u>	<u>243,067</u>
To be Applied to the Following Year's Taxation - Net Under (Over) Requisition	1,996	(1,083)
TOTAL FINANCING	<u>250,311</u>	<u>241,984</u>

The Board of Education for the City of Hamilton
CAPITAL FUND STATEMENT OF OPERATIONS
for the Year Ended December 31, 1996
(with comparative figures for 1995)

	1996 (\$000's)	1995 (\$000's)
CAPITAL EXPENDITURE		
Capital Assets and Work in Progress		
Buildings, Furniture and Equipment	<u>19,247</u>	<u>10,441</u>
TOTAL CAPITAL EXPENDITURE	<u>19,247</u>	<u>10,441</u>
 CAPITAL FINANCING		
Balance Not Permanently Financed at		
Beginning of Year	(13,538)	(6,622)
Long-Term Liabilities Issued and Sold	26,511	
Capital Expenditure from the Revenue Fund	5,600	3,525
Balance Not Permanently Financed at		
End of Year	<u>674</u>	<u>13,538</u>
TOTAL CAPITAL FINANCING	<u>19,247</u>	<u>10,441</u>

The Board of Education for the City of Hamilton
RESERVE FUND STATEMENT OF CONTINUITY
for the Year Ended December 31, 1996
(figures rounded to nearest \$)

	Capital (000's)	Retiring Gratuities (000's)	Mill Rate Stabilization (000's)	Restructuring (000's)	Integrated Info. Systems (000's)	1996 Total (000's)	1995 Total (000's)
BALANCE DECEMBER 31, 1995	1,324	4,125	51	212	24	5,736	7,645
Transfer from Revenue Fund to Reserve Fund	---	3,032	---	---	---	3,032	1,620
Total amount provided during the year from the Revenue Fund	122	---	---	---	---	122	1,244
Earnings on Reserve Fund Investments	75	112	2	9	1	199	494
	1,521	7,269	53	221	25	9,089	11,003
Transfers to Other Funds	377	5,384	---	---	---	5,761	5,267
BALANCE DECEMBER 31, 1996	1,144	1,885	53	221	25	3,328	5,736

**The Board of Education for the City of Hamilton Foundation
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 1996**

1. SIGNIFICANT ACCOUNTING POLICIES

The financial statements have been prepared by the Board using accounting principles that are prescribed by the Ministry of Education and Training and are considered appropriate for Ontario School Boards. These principles are in accordance with generally accepted accounting principles except as follows:

(a) Accrual Accounting

Revenue and expenditure are accounted for on the accrual basis of accounting with the following exceptions:

- (i) No provision is made for interest on unmatured debenture debt from the date of payment to the year end.
- (ii) No provision is made to record the liability for retirement and/or sick leave benefits accruing over the working lives of employees.

(b) Capital Assets

Capital assets are charged to current expenditure unless financed by long-term debt. Principal and interest charges on net long-term liabilities are included as expenditures in the period due. Capital assets, described as Capital Outlay to be Recovered in Future Years, are included on the Balance Sheet only to the extent of the balance of the related net long-term liabilities outstanding and of the related temporary financing at the year end.

(c) Reserves and Reserve Funds

Reserves and Reserve Funds represent funds appropriated for general and specific purposes and are charged or credited to Revenue Fund Operations in the year appropriated or drawn down. The amounts in Reserves and Reserve Funds are approved by the Board and are within the limits defined in The Education Act.

(d) Under/Over Requisition of Taxes

The difference between the net expenditure of any year and the amounts received to finance these expenditures is carried forward to the subsequent year to either increase or reduce the net revenue requirement from ratepayers.

(e) Supplementary Taxes and Chargeback of Taxes

Supplementary taxes are deferred in the year received and recorded as revenue in the following year. Chargeback of taxes are recorded in the year of repayment.

2. RESTRICTED FUNDS

Cash and short-term deposits of \$2,553,000 are restricted in order to partially fund the equity in reserve funds. Assets of the reserve funds are being used as temporary internal financing.

3. NET LONG TERM LIABILITIES

The net long-term liabilities consist of debentures of \$30,939,000 (1995 - \$13,986,000) and capital leases for equipment of \$8,520,000 (1995 - \$141,000). The debentures have a retractable feature, exercisable on specific dates only, at the option of the debenture holders. Of the net long-term liabilities outstanding, principal amounting to \$17,949,000 plus interest amounting to \$15,433,000 is payable over the next five years as follows:

	Principal		Interest		Total	
1997	\$	3,847,000	\$	3,477,000	\$	7,324,000
1998		3,951,000		3,344,000		7,295,000
1999		4,057,000		3,197,000		7,254,000
2000		3,639,000		3,056,000		6,695,000
2001		2,455,000		2,359,000		4,814,000
TOTAL	\$	17,949,000	\$	15,433,000	\$	33,382,000

Principal payments on the debentures issued by the Regional Municipality of Hamilton-Wentworth are deposited into a sinking fund maintained by the Region. The sinking fund is used to retire the debentures at the time of maturity. To the end of 1996, the total amount of principal or sinking fund payments made was \$3,841,000 (1995 - \$3,235,000). In addition, the value of the debentures recorded on the financial statements reflect the actuarial valuation of the sinking fund. The actuarial valuation of December 31, 1996 resulted in a write-down in the value of the debentures of \$347,000 (1995 - \$704,000), to bring the total reduction in the face value of the debentures to \$4,893,000 (1995 - \$3,939,000).

4. DEBT AND CAPITAL LEASE CHARGES

The Revenue Fund expenditure for debt charges consists of principal and interest payments made on debentures as follows:

Principal payments on debentures	\$ 636,000
Interest payments on debentures	<u>2,255,000</u>
	<u>\$ 2,891,000</u>

In addition, the Revenue Fund expenditures includes principal and interest payments made on capital leases totaling \$1,346,000 (1995 - \$11,000).

5. RETIREMENT GRATUITIES PLANS

Employees may become entitled to cash payments when they leave the employment of the Board for purposes of retirement providing they meet the prescribed age or service requirements. Retirement gratuities of \$5,384,000 were paid in 1996, (1995 - \$2,669,000). An amount of \$1,885,000 (1995 - \$4,125,000) is provided by way of a reserve fund which has been funded in accordance with a 1995 Actuarial Report. The amount of the total liability in respect of employees who meet the vesting requirements of the plans at the end of 1996 is \$38,374,000 (1995 - \$41,038,000). Notwithstanding the use of reserve funds, recognition for General Legislative Grants purposes continues to be made in respect of the actual amounts paid to employees.

6. PENSION PLAN COSTS

All non-teaching employees of the Board are eligible to be members of the Ontario Municipal Employees Retirement System which is a multi-employer final average pay contributory plan. Employer contributions made to the plan during the year by the Board amounted to \$2,324,000 (1995 - \$2,585,000). Those amounts have been included in the Revenue Fund Statement of Operations.

Not shown in the financial statements of the Board are the employer's contributions to the Teachers' Pension Plan. The funding for such is provided directly by the Provincial Government.

7. ONTARIO SCHOOL BOARD INSURANCE EXCHANGE

The Board is a member of the Ontario School Board Insurance Exchange (OSBIE), a reciprocal insurance company licensed under the Insurance Act. OSBIE insures general public liability, property damage and certain other risks. The membership period is for five years, ending December 31, 2001.

8. LEASE COMMITMENTS

The Board currently leases telephone and computer equipment under long-term leases expiring at various dates up to December 1999. The total obligation under existing leases amounts to approximately \$738,000. Over the next three years the minimum annual payments required under the leases are:

1997	\$	525,000
1998		197,000
1999		16,000
TOTAL	\$	<u>738,000</u>

9. REVENUE FROM OTHER SCHOOL BOARDS

Under The Education Act, the Board is qualified to charge other school boards a high cost factor for students who take certain programs. As is their right under the Act, two school boards have elected resolution through arbitration, the outcome of which is not determinable at this time.

10. SALARY NEGOTIATIONS

At December 31, 1996 salary or wage agreements were not settled for the following bargaining units:

Association des enseignantes et des enseignants franco-ontariens

(A.E.F.O.), Hamilton Secondary Unit

Canadian Union of Public Employees (C.U.P.E.), Local 1344

Elementary Branch Affiliates - The Federation of Women Teachers'

Associations of Ontario (F.W.T.A.O.), and The Ontario Public

School Teachers' Federation (O.P.S.T.F.)

Office and Professional Employees International Union (O.P.E.I.U.), Local 527 - Educational Assistants

Office and Professional Employees International Union (O.P.E.I.U.), Local 527 - Office and Clerical Employees

Ontario Secondary School Teachers' Federation (O.S.S.T.F.), District 8
TPA

O.S.S.T.F. - Office, Clerical and Technical Unit (O.S.S.T.F. - O.C.T.U.)

Professional Student Services Personnel (P.S.S.P.)

Secondary Occasional Teachers, O.S.S.T.F., District 8

A wage accrual based on the results of these negotiations is not included in the financial statements.

**The Board of Education for the City of Hamilton
COOPERATIVE MEASURES REPORT
for the Year Ended December 31, 1996**

For the fiscal year ended December 31, 1996, the Ministry of Education and Training has requested all school boards submit information on the measures each board has undertaken to work cooperatively with fellow school boards, municipalities, hospitals, universities or colleges.

These measures are outlined in section 171.1 of The Education Act and include measures undertaken for one or more of the following purposes:

1. The joint provision or use of transportation services.
2. The joint provision or use of administrative support services or operational support services.
3. The joint provision or use of support services for educational programs.
4. The joint provision or use of equipment or facilities for administrative or operational purposes.
5. The joint investment of funds.

The following pages list the cooperative measures The Board of Education for the City of Hamilton has had in effect during the 1996 fiscal year. The information contained therein has not been audited and is presented as part of the Board's annual report.

1. (a). Description of cooperative measures initiated by the board since July 1, 1996 under section 171.1 of the Act.

(i) Ontario Member School Boards Consortium (15 school boards)

To build on local board success at working cooperatively to cut costs/generate revenue.

(ii) Hamilton Board Energy Consortium (10 school boards)

Purchase and sale of natural gas from the producer.

(iii) Hamilton & Wentworth County Purchasing Cooperative (2 school boards)

Combined supply quantities for tendering purposes.

(iv) Tri-Board Transportation (3 school boards)

Shared Routing; one road - one bus.

(v) School Board Co-operative Inc. (45 school boards)

To manage Workers' Compensation claims as the Hamilton Board has switched from Schedule 1 to Schedule 2.

(vi) Partnership with other boards and IBM through the Ministry of Education and Training's Technological Incentive Partnership Program (5 school boards; 4 sector partners)

Teacher training partnership for both pre-service teachers and practicing teachers using information technology delivery systems and to develop exemplary teacher practice in the effective use of information technology in the classroom.

(vii) Ontario School Board Insurance Exchange (large number of school boards)

To provide cost effective insurance in the area of general public liability, property damage and certain other risks.

(viii) Reciprocal Agreement with City of Hamilton

Reciprocal agreement for the equitable exchange of facility use involving arenas, pools and playing fields in exchange for use of gymnasium spaces for community activities. This results in no additional cost to the ratepayer.

(ix) Industry/Education Council (2 school boards and community partners)

To provide linkage from the schools into the community and the private sector.

(x) Hamilton-Wentworth Regional Cooperative (2 school boards; 7 sector partners)

Combined supply quantities for tendering purposes.

1. (b). Estimated savings in 1996 of measures described in 1(a) \$540,000

Although some of the measures indicate savings cannot be quantified or are not determinable, each measure has resulted in the Board being able to move funding to the classroom. The Board has been able to use these measures to make its financial resources go further, be it by increased purchasing power or by providing certain aspects of programs at no additional cost to the ratepayer.

1. (c). Projected annual savings of measures described in 1(a) \$540,000***2. Description of cooperative measures that the board has under consideration at year end.***

In addition to working cooperatively with other school boards and municipalities, the Hamilton Board of Education extends this cooperation into the private sector. After a twelve month Request for Proposal process, the Board entered into an energy performance contract with Tesco Energy Services Inc. that will result in approximately \$15 million of building improvements in lighting retrofit, building automation systems and heating, ventilation and air conditioning systems. As well being a job creation project, the Hamilton Board will realize energy savings of approximately \$2 million per year from this endeavour.

The Hamilton Board will continue to work cooperatively with other boards, towns, municipalities, regions, public sector agencies and the private sector, to save costs and generate revenue.

3. Description of cooperative measures considered by the board since July 1, 1996 but decided not to take and the reason(s) for the decision.

NONE

**ANNUAL FINANCIAL STATEMENTS
of
THE BOARD OF EDUCATION FOR
THE CITY OF HAMILTON FOUNDATION
for the Year Ended December 31, 1996**

AUDITOR'S REPORT

To the Directors of
The Board of Education for the
City of Hamilton Foundation

We have audited the balance sheet of The Board of Education for the City of Hamilton Foundation as at December 31, 1996 and the statement of surplus for the year then ended. These financial statements are the responsibility of the Foundation's management. Our responsibility is to express an opinion on these financial statements based on our audit.

Except as explained in the following paragraph, we conducted our audit in accordance with generally accepted auditing standards. Those standards require that we plan and perform an audit to obtain reasonable assurance whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation.

In common with many charitable organizations, the Foundation derives revenues from donations the completeness of which is not susceptible to satisfactory audit verification. Accordingly, our verification of these revenues was limited to the amounts recorded in the records of the Foundation and we were not able to determine whether any adjustments might be necessary to these revenues, assets, and surplus.

In our opinion, except for the effect of adjustments, if any, which we might have determined to be necessary had we been able to satisfy ourselves concerning the completeness of donation revenues referred to in the preceding paragraph, these financial statements present fairly, in all material respects, the financial position of the Foundation as at December 31, 1996 and the results of its operations for the year then ended in accordance with generally accepted accounting principles.

Hamilton, Canada
April 29, 1997

MacGillivray Partners
Chartered Accountants

**The Board of Education for the City of Hamilton Foundation
BALANCE SHEET
as at December 31, 1996**

Assets	1996	1995
Cash	\$ 159,554	40,974
Accrued Interest Receivable	2,268	12,262
Investments at Cost	328,325	314,523
(1996 - Market value \$328,325)		
(1995 - Market value \$314,268)		
	<u>\$ 490,147</u>	<u>\$ 367,759</u>
Surplus		
Capital Funds (Note 2)	\$ 428,325	\$ 314,223
Unexpended Income	61,822	53,536
	<u>\$ 490,147</u>	<u>\$ 367,759</u>

**The Board of Education for the City of Hamilton
STATEMENT OF SURPLUS
for the Year Ended December 31, 1996**

	Capital Funds	Unexpended Income	1996 Total	1995 Total
Balance, January 1	314,223	53,536	367,759	361,787
Revenue				
Donations	100,000	84,612	184,612	53,129
Interest		21,580	21,580	26,984
Transfer from Unexpended Income	14,102		14,102	2,023
	<u>114,102</u>	<u>106,192</u>	<u>220,294</u>	<u>82,136</u>
Expenditures				
Awards/Disbursements		83,804	83,804	74,141
Transfer to Capital		14,102	14,102	2,023
		<u>97,906</u>	<u>97,906</u>	<u>76,164</u>
Balance, December 31	<u>428,325</u>	<u>61,822</u>	<u>490,147</u>	<u>367,759</u>

NOTES TO THE FINANCIAL STATEMENTS**1. SIGNIFICANT ACCOUNTING POLICIES****(a) Basis of Accounting**

Revenue and expenditures are accounted for on the accrual basis, whereby revenues are recorded when earned and expenditures are recorded when incurred.

(b) Donated Materials and Services

The fair market value of donated materials and services are recorded when received.

2. CAPITAL FUNDS

The Capital Funds are restricted according to the terms of reference of the award.

The Board of Education for the City of Hamilton Foundation
ANALYSIS OF INVESTMENTS AS AT DECEMBER 31, 1996
 (figures rounded to nearest \$)

INVESTMENTS	Province	Scotiabank	C.I.B.C.
	of Ontario		
	3.625%	5.50%	5.50%
	Nov 15/96	Nov 21/95	July 22/96
	Nov 15/98	Nov 21/97	July 22/98
(a) A.D. Needle Trust Fund Award			2,800
(b) A.J. Krever Award			1,844
(c) A. Morrell Memorial Scholarship			3,430
(d) Andrew MacDonald Award			1,205
(e) Art Scholarship	3,350		1,750
(f) Award of Merit			500
(g) Bill Mastin Memorial Award			
(h) Buchan Medal Award	800		250
(i) C.G.W. McKague Award			
C.M.H.C. & Hamilton and District			
(j) Home Builders Association Award			500
(k) C. Thomas Lowe Memorial Award			
(l) Carol Moule Memorial Award		900	36,652
(m) Continuing Education Award			
(n) Craig Anderson Memorial Creative Writing Award			
(o) Delta Staff Association Award			
(p) Doris Gasse Award			
(q) Dr. E.A. Hutton Award			
(r) Harry Paikin Memorial Fund			
(s) Michael Zebroski Music Scholarship			
(t) Elma Darlington Award			
(u) Elva Kendall Newlands Award in Literature ...			200
(v) Emily Kirby Award in Family Studies			
(w) English Literature Award			
(x) Ezra E. Parkehouse Prize			
(y) Frank A. Magee Award			
(z) G.L. Cooper Award			
(aa) George R. Allan Prize			
(bb) George R. Parke Award			
(cc) Gladys McAndrew Memorial Fund			290
(dd) H.H. Lowden Award			
(ee) Hamilton Draftsmen Association Prize			
(ff) Hamilton Place Award			
(gg) Hardy Awrey Memorial Fund			450
(hh) Helen Detwiler Fund		1,000	
(ii) Hess Street Proficiency Award			
(jj) Hess Street School Reunion Award			
(kk) Hill Park Art Award			
(ll) Ida M. Robb Memorial Award			
(mm) James Johnson Memorial Award	600		
(nn) Jansen H.H. Memorial Award Fund			203
(oo) Jason Wong Memorial Award			
(pp) Jim Cunningham Computer Memorial Award		3,900	
(qq) John and Anna Gerula Academic Award		1,200	
(rr) John Hill Second Language Award			

C.I.B.C. 3.75%	Montreal Trust 5.50%	Montreal Trust 5.50%	Province of Ontario 5.375%	Toronto Dominion 5.50%	Total Investments	
July 22/96	June 17/96	June 2/96	July 22/96	July 22/96		
July 22/97	June 17/98	June 2/98	July 22/98	July 22/98		
					2,800	(a)
					1,844	(b)
					3,430	(c)
					1,205	(d)
					5,100	(e)
					500	(f)
				7,147	7,147	(g)
					1,050	(h)
				1,844	1,844	(i)
			35,675		36,175	(j)
			925		925	(k)
			1,410		38,962	(l)
			6,000		6,000	(m)
			5,172		5,172	(n)
			250		250	(o)
	500				500	(p)
			5,000		5,000	(q)
				3,925	3,925	(r)
			3,536		3,536	(s)
			2,000		2,000	(t)
			2,000		2,200	(u)
			200		200	(v)
			500		500	(w)
			100		100	(x)
			212		212	(y)
			500		500	(z)
			200		200	(aa)
			590		590	(bb)
			3,334		3,624	(cc)
			1,550		1,550	(dd)
			3,850		3,850	(ee)
			100		100	(ff)
		50	5,600		6,100	(gg)
		1,000	2,675		4,675	(hh)
			1,050		1,050	(ii)
			2,000		2,000	(jj)
			250		250	(kk)
			1,274		1,274	(ll)
			9,416		10,016	(mm)
					203	(nn)
			1,715		1,715	(oo)
					3,900	(pp)
					1,200	(qq)
			1,080		1,080	(rr)

		Province of Ontario 3.625% Nov 15/96 Nov 15/98	Scotiabank 5.50% Nov 21/95 Nov 21/97	C.I.B.C. 5.50% July 22/96 July 22/98
INVESTMENTS				
(a)	John McCullough Award	400		50
(b)	L. George Russell Award			343
(c)	Laura Miller Award in Public Speaking			
(d)	Lawrence Munroe Scholarship			
(e)	Lucille Laframboise Memorial Award			3,557
(f)	Luke H. LeRoy Award			
(g)	Madelaine Westland Memorial Award			
(h)	McIlwraith War Memorial Award			150
(i)	Megan Lawrence Alternative Education Fund			
(j)	Memorial Award	2,233		
(k)	Michael George Sudar Award		1,320	
(l)	Michael Lytwyn Memorial Award		800	
(m)	Muriel Eastman Scholarship in English			329
(n)	Murray Black Music Scholarship			1,600
(o)	Norman E. Reid Award			
(p)	OSSTF/Dorothy Collingwood Scholarship		220	
(q)	Paardeburg IODE Award			
(r)	Pat Kirby Citizenship Award			3,022
(s)	Paul J. Myler Trust		500	
(t)	Philip Family Award			
(u)	R. Cole Award			
(v)	Ray McCormick Award			
(w)	Recognition of Excellence Award			508
(x)	Roy S. Cartmell Memorial Fund			
(y)	Royal Oak Dairy Award			
(z)	Russell N. Eden Art Awards			
(aa)	Sandi Bell Award			
(bb)	Seneca School Citizenship Foundation Award			150
(cc)	Sharon MacKay Trust Fund			
(dd)	Shubha Digne's "Buddy" Award		500	
(ee)	Sir Allan MacNab Academic Award			
(ff)	Sir John A. Macdonald Secondary School Award	1,117		
(gg)	Sir John M. Gibson Award			
(hh)	Stan Sobel Award			
(ii)	Stella Osborn Award			
(jj)	Stinson Street School Nutrition Program			
(kk)	Strathcona Reunion Committee Award			
(ll)	Susan E. Bennetto Award			
(mm)	Thomas F. McIlwraith Award			
(nn)	Vern Ames Prize in Mathematics			
(oo)	Walter Gasparik Memorial Award			
(pp)	Westdale Computer Fund		300	
(qq)	Wm. Alexander Lees Memorial Scholarship ...			
(rr)	Wm. Flannigan Geography Prize			
		\$ 8,500	10,640	59,783
MARKET VALUE		\$ 8,500	10,640	59,783

C.I.B.C. 3.75% July 22/96 July 22/97	Montreal Trust 5.50% June 17/96 June 17/98	Montreal Trust 5.50% June 2/96 June 2/98	Province of Ontario 5.375% July 22/96 July 22/98	Toronto Dominion 5.50% July 22/96 July 22/98	Total Investments	
					450	(a)
					343	(b)
				24,200	24,200	(c)
				9,504	9,504	(d)
			170		3,727	(e)
				1,000	1,000	(f)
				1,000	1,000	(g)
					150	(h)
				10,500	10,500	(i)
			3,700		5,933	(j)
			1,740		3,060	(k)
					800	(l)
					329	(m)
	4,700	150			6,450	(n)
	2,577				2,577	(o)
			2,030		2,250	(p)
		1,950	50		2,000	(q)
			150		3,172	(r)
		3,000	750		4,250	(s)
			500		500	(t)
			594		594	(u)
	1,300				1,300	(v)
	5,800				6,308	(w)
			1,060		1,060	(x)
				800	800	(y)
			7,000		7,000	(z)
			680		680	(aa)
					150	(bb)
	3,474				3,474	(cc)
					500	(dd)
	5,128				5,128	(ee)
	1,000				2,117	(ff)
			1,100		1,100	(gg)
	10,000		2,500		12,500	(hh)
	6,046				6,046	(ii)
7,000					7,000	(jj)
	600				600	(kk)
			1,116		1,116	(ll)
	200				200	(mm)
	7,203				7,203	(nn)
	1,000				1,000	(oo)
					300	(pp)
	5,000				5,000	(qq)
	500				500	(rr)
7,000	55,028	6,150	121,304	59,920	328,325	
7,000	55,028	6,150	121,304	59,920	328,325	

The Board of Education for the City of Hamilton Foundation

STATEMENT OF SURPLUS
for the year ended December 31, 1996
(figures rounded to nearest \$)

Capital Funds	Balance Jan. 1/96 \$	Donations \$	Transfers \$	Disbursements \$	Balance Dec. 31/96 \$
A.D. Needle Trust Fund Award.....	2,800				2,800
A.J. Krever Award.....	1,844				1,844
A. Morrell Memorial Scholarship	3,431				3,431
Alma Knapman Award.....	0	100,000			100,000
Andrew MacDonald Award	1,205				1,205
Art Scholarship	5,100				5,100
Award of Merit.....	500				500
Bill Mastin Memorial Award.....	7,147				7,147
Buchan Medal Award.....	1,050				1,050
C.G.W. McKague Award.....	1,844				1,844
C.M.H.C. & Hamilton and District Home Builders Association Award.....	36,175				36,175
C. Thomas Lowe Memorial Award	925				925
Carol Moule Memorial Award.....	38,962				38,962
Continuing Education Award.....	6,000				6,000
Craig Anderson Memorial Creative Writing Award	0		5,172		5,172
Delta Staff Association Award.....	250				250
Doris Gasse Award.....	500				500
Dr. E.A. Hutton Award	5,000				5,000
Dr. Harry Paikin Memorial Fund.....	3,925				3,925
E. Michael Zebroski Music Scholarship	3,535				3,535
Elma Darlington Award	2,000				2,000
Elva Kendall Newlands Award in Literature.....	2,200				2,200
Emily Kirby Award in Family Studies.....	200				200

English Literature Award.....	500	
Ezra E. Parkehouse Prize	100	
Frank A. Magee Award.....	211	
G.L. Cooper Award.....	500	
George R. Allan Prize.....	200	
George R. Parke Award	590	
Gladys McAndrew Memorial Fund	3,624	
H.H. Lowden Award	1,550	
Hamilton Draftsmen Association Prize.....	3,850	
Hamilton Place Award	100	
Hardy Awrey Memorial Fund.....	6,100	
Helen Detwiler Fund	4,675	
Hess Street Proficiency Award.....	1,050	
Hess Street School Reunion Award	2,000	
Hill Park Art Award.....	250	
Ida M. Robb Memorial Award.....	1,274	
James Johnson Memorial Award	10,016	
Jansen H.H. Memorial Award Fund	203	
Jason Wong Memorial Award.....	1,715	
Jim Cunningham Computer Memorial Award	3,900	
John and Anna Gerula Academic Award.....	1,200	
John Hill Second Language Award.....	1,080	1,080
John McCullough Award	0	
L. George Russell Award	450	
Laura Miller Award in Public Speaking.....	344	
Lawrence Munroe Scholarship.....	24,200	
Lucille Laframboise Memorial Award.....	9,504	
Luke H. LeRoy Award.....	3,727	
Madelaine Westland Memorial Award	1,000	
McIlwraith War Memorial Award.....	1,000	
Megan Lawrence Alternative Education Fund	150	
Memorial Award	10,500	
Michael George Sudar Scholarship.....	5,933	
Michael Lytwyn Memorial Award.....	3,010	50
	800	800

Muriel Eastman Scholarship in English.....	329				329
Murray Black Music Scholarship	6,450				6,450
Norman E. Reid Award.....	2,577				2,577
OSSTF/Dorothy Collingwood Scholarship	2,250				2,250
Paardeburg IODE Award.....	2,000				2,000
Pat Kirby Citizenship Award.....	3,172				3,172
Paul J. Myler Trust.....	3,750			500	4,250
Philip Family Award	500				500
R. Cole Award.....	594				594
Ray McCormick Award	1,300				1,300
Recognition of Excellence Award.....	6,308				6,308
Roy S. Cartmell Memorial Fund.....	1,060				1,060
Royal Oak Dairy Award	800				800
Russell N. Eden Art Awards	7,000				7,000
Sandi Bell Award	680				680
Seneca School Citizenship Foundation Award	150				150
Sharon MacKay Trust Fund.....	3,474				3,474
Shubha Dighe's "Buddy" Award.....	500				500
Sir Allan MacNab Academic Award	5,128				5,128
Sir John A. Macdonald Secondary School Award.....	2,117				2,117
Sir John M. Gibson Award.....	1,100				1,100
Stan Sobel Award.....	12,500				12,500
Stella Osborn Award	6,046				6,046
Stinson Street School Nutrition Program.....	0			7,000	7,000
Strathcona Reunion Committee Award	600				600
Susan E. Bennetto Award.....	1,116				1,116
Thomas F. McIlwraith Award.....	200				200
Vern Ames Prize in Mathematics.....	7,203				7,203
Walter Gasparik Memorial Award	1,000				1,000
Westdale Computer Fund.....	0			300	300
Wm. Alexander Lees Memorial Scholarship	5,000				5,000
Wm. Flannigan Geography Prize.....	500				500
	\$ 314,223	100,000	14,102	0	428,325

The Board of Education for the City of Hamilton Foundation
STATEMENT OF SURPLUS
for the year ended December 31, 1996
(figures rounded to nearest \$)

Unexpended Income	Balance Jan. 1/96 \$	Donations \$	Interest \$	Disbursements/ Transfers \$	Balance Dec. 31/96 \$
A.D. Needle Trust Fund Award.....	135	0	180	150	165
A.J. Krever Award.....	258	0	126	0	384
A. Morrell Memorial Scholarship.....	33	13	158	170	34
Alma Knapman Award.....	0	0	182	0	182
Andrew MacDonald Award.....	156	0	82	0	238
Ann Chasty Memorial Bursary.....	0	250	0	0	250
Art Scholarship.....	174	0	199	240	133
Award of Merit.....	24	0	30	40	14
Bill Mastin Memorial Award.....	347	0	451	572	226
Buchan Medal Award.....	49	0	38	30	57
C.E. Lewis Award.....	62	500	0	500	62
C.G.A. Association Award.....	9	100	3	0	112
C.G.W. McKague Award.....	105	0	115	170	50
C.M.H.C. & Hamilton and District Home Builders Association Award.....	1,879	0	2,363	3,042	1,200
C. Thomas Lowe Memorial Award.....	304	0	73	0	377
Carol Moule Memorial Award.....	1,957	0	2,441	2,086	2,312
Charles Chasty Memorial Scholarship.....	0	250	0	0	250
Continuing Education Award.....	436	0	386	500	322
Craig Anderson Memorial Creative Writing Award.....	0	5,859	289	5,877	271
Delta Staff Association Award.....	14	0	16	20	10
Doesburg Needy Student Award.....	739	0	30	200	569

Doris Gasse Award.....	2	54	39	17
Dr. E.A. Hutton Award	650	312	500	462
Dr. Harry Paikin Memorial Fund.....	291	259	367	183
E. Michael Zebroski Music Scholarship	217	233	300	150
Elma Darlington Award.....	331	135	400	66
Elva Kendall Newlands Award in Literature.....	238	143	99	282
Emily Kirby Award in Family Studies.....	27	13	16	24
English Literature Award.....	24	32	40	16
Ezra E. Parkehouse Prize	5	6	8	3
Frank A. Magee Award.....	10	13	17	6
Friends of Westdale Rowing	2,356	221	15,189	3,653
G.L. Cooper Award.....	193	41	0	234
George R. Allan Prize.....	153	20	0	173
George R. Parke Award	30	38	50	18
Gladys McAndrew Memorial Fund	458	240	270	428
Graduation Award.....	1,767	78	0	1,845
H.H. Lowden Award	170	103	99	174
Hamilton Draftsmen Association Prize.....	210	254	0	464
Hamilton Foundation Bursary.....	2	0	0	2
Hamilton Place Award	6	6	0	12
Hardy Awrey Memorial Fund.....	505	403	243	665
Helen Detwiler Fund	1,864	333	1,100	2,097
Hess Street Proficiency Award.....	282	77	91	268
Hess Street School Reunion Award	211	131	170	172
Hill Park Art Award.....	29	17	0	46
Ida M. Robb Memorial Award.....	67	81	100	48
J.D. Watson Award	556	22	150	428
James Johnson Memorial Award	653	625	800	478
Jansen H.H. Memorial Award Fund	27	13	16	24
Jason Wong Memorial Award.....	82	116	0	198
Jim Cunningham Computer Memorial Award	32	217	100	149
John Hill Second Language Award.....	0	45	1,080	45

John and Anna Gerula Academic Award.....	75	0	68	50	93
John McCullough Award.....	16	0	14	16	14
Klokoff Award.....	0	150	8	0	158
L. George Russell Award.....	16	0	21	27	10
Laura Miller Award in Public Speaking.....	4,395	0	1,610	1,100	4,905
Lawrence Munroe Scholarship.....	459	0	609	0	1,068
Leo Barnett Award.....	6,753	0	52	6,805	0
Lucille Laframboise Memorial Award.....	267	0	234	200	301
Luke H. LeRoy Award.....	144	0	73	0	217
Madelaine Westland Memorial Award.....	52	0	69	80	41
McIlwraith War Memorial Award.....	20	0	10	0	30
Megan Lawrence Alternative Education Fund.....	1,352	0	711	0	2,063
Memorial Award.....	418	0	302	343	377
Michael George Sudar Award.....	212	90	187	373	116
Michael Lytwyn Memorial Award.....	20	15	44	40	39
Muriel Eastman Scholarship in English.....	45	0	22	26	41
Murray Black Music Scholarship.....	358	0	399	400	357
Norman E. Reid Award.....	179	0	176	100	255
OSSTF/Dorothy Collingwood Scholarship.....	93	180	145	300	118
Other					
-- Dalewood - Computer.....	1,111			1,111	0
-- Norwood Park - Software.....	500			500	0
-- R.A. Riddell - Senior Kindergarten toys.....	120			120	0
-- Adelaide Hoodless - Nutrition Program.....		650		650	0
-- Adelaide Hoodless - Nutrition Program.....		500		500	0
-- All Secondary Schools - Automotive Equipment.....		10,500		10,500	0
-- All Secondary Schools - Graduation Awards.....		1,300		1,300	0
-- All Secondary Schools - Library Books.....		560		560	0
-- Buchanan Park - Student Activities.....		100		100	0
-- City Wide Choir - General.....		250		250	0
-- Delta - Athletics.....		210		210	0
-- Foundation Directors' Discretionary.....		11,000		0	11,000
-- Foundation Directors' Discretionary.....		200		0	200

-- Glendale - Computers	3,200	0
-- Glendale - Design & Technology	1,080	0
-- Glendale - ESL	5,000	0
-- Glendale - Library materials	144	0
-- Hillcrest Middle School - Athletics	1,000	0
-- HPA Needy Student Fund	1,462	1,462
-- Memorial - Nutrition Program	700	0
-- Norwood Park - Computers	150	0
-- Norwood Park - Computers	150	0
-- Parkdale - Nutrition Program	500	0
-- Parkview - General	1,000	0
-- Parkview - Nutrition Program	100	0
-- Pauline Johnson - Gym Equipment	60	0
-- Queen Victoria - Computers	593	0
-- Ryerson - Computers	1,000	0
-- Scott Park - Graduation Award	500	0
-- Scott Park - Graduation Award	500	500
-- Seneca - Nutrition Program	200	0
-- Sherwood - General	222	0
-- Sir John A. Macdonald - Boys Jr. Basketball	700	0
-- Sir John A. Macdonald - Needy Students Fund	465	0
-- Sir Wilfred Laurier - Nutrition Program	550	0
-- Sir Winston Churchill - Computers	350	0
-- W.H. Ballard - Nutrition Program	300	0
-- Westdale - Automotive Equipment	500	0
-- Westdale - General	750	0
-- Westdale - Computers	600	0
-- Westmount - Design & Technology	1,631	0
-- Interest Earned	37	47
Paardeburg IODE Award	372	82
Pat Kirby Citizenship Award	0	395
Paul J. Myler Trust	500	1,025

Philip Family Award	21	160	33	200	14
R. Cole Award.....	29	0	38	0	67
Ray Irvine Memorial Award for Young Authors	322	0	9	225	106
Ray McCormick Award	56	0	88	100	44
Recognition of Excellence Award	945	0	440	250	1,135
Rob Johnstone Memorial Award.....	0	625	0	625	0
Roy S. Cartmell Memorial Fund.....	135	0	64	75	124
Royal Oak Dairy Award	39	0	45	48	36
Russell N. Eden Art Awards	2,001	0	487	0	2,488
Sandi Bell Award	32	0	40	54	18
Seneca School Citizenship Foundation Award	30	0	10	36	4
Sharon MacKay Trust Fund.....	175	0	231	275	131
Shubha Dighe's "Buddy" Award.....	17	0	28	0	45
Sino-Canadian Friendship Award	2,026	0	94	0	2,120
Sir Allan MacNab Academic Award	2,107	0	436	0	2,543
Sir John A. Macdonald Secondary School Award.....	103	0	100	110	93
Sir John M. Gibson Award.....	288	0	77	120	245
Stan Sobel Award	1,122	0	840	800	1,162
Stella Osborn Award	504	0	423	0	927
Stinson Street School Nutrition Program	5,911	7,426	158	10,358	3,137
Stinson Street School Centennial Award	0	150	8	0	158
Strathcona Reunion Committee Award	62	0	43	25	80
Susan E. Bennetto Award.....	160	0	76	94	142
Szucs Needy Student Fund.....	173	0	6	0	179
Thomas F. McIlwraith Award.....	26	0	14	0	40
Vern Ames Prize in Mathematics.....	358	0	484	520	322
Walter Gasparik Memorial Award	53	0	67	70	50
Westdale Computer Fund.....	404	100	26	300	230
Westdale Secondary School Fund.....	0	850	0	0	850
Wm. Alexander Lees Memorial Scholarship	231	0	332	394	169
Wm. Flannigan Geography Prize.....	151	0	45	0	196
	\$ 53,536	84,612	21,580	97,906	61,822

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